

Total Compensation Plan

Fiscal Year 2013



Compiled for Governor Gary R. Herbert

October 30, 2011

STATE OF UTAH

Department of Human Resource Management



State of Utah

GARY R. HERBERT
Governor

GREG BELL
Lieutenant Governor

Department of Human Resource Management

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October 21, 2011

Governor Gary R. Herbert
Utah State Capitol Complex
350 North State Street Suite 200
Salt Lake City, UT 84114

Dear Governor Gary R. Herbert,

Attached is the Department of Human Resource Management's Total Compensation Plan for Fiscal Year 2013. This plan includes data and analyses on salary and benefits for State of Utah executive branch employees.

This year our compensation plan will be incorporated with a total compensation study that was conducted by the Hay Group; an independent compensation consultant. The Hay Group was hired through the RFP process by a steering team of representatives from DHRM, GOPB, State Finance, UPEA, PEHP, URS and three representatives from the Legislature. This steering team was organized under a recommendation from the Governor's Optimization Commission that an outside consultant be hired to obtain a clear picture of where current state employee total compensation compares to the market.

The Hay Group will provide analyses and recommendations about the State's total compensation package but those recommendations were not available at the time of this report. Since the Hay Group report is not complete, only limited preliminary information from the Total Compensation study is provided throughout this report. We look forward to working with the Governor's office to develop an effective compensation philosophy and pay mix based on information contained in the Hay Group report when it is available.

It is respectfully requested that you and the Governor's Office of Planning & Budget consider the recommendations presented in this total compensation plan as well as those provided by the Hay Group report (when available) and take steps to reward our deserving state employees.

Sincerely,

Jeff C. Herring
Executive Director

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I. Executive Summary/ Salary Recommendations

EXECUTIVE SUMMARY/SALARY RECOMMENDATIONS

The following total compensation plan includes an overview of total compensation for Executive Branch employees in the State of Utah. This report will provide salary and benefits recommendations that will increase the State's capacity to motivate exceptional employees and to successfully manage its workforce through recruitment and retention. In order for the State of Utah to be able to attract and retain highly skilled and talented employees it must be able to offer a total compensation package that is attractive and competitive among other states and local private companies in Utah. As such, DHRM requests that the Governor support the employee total compensation recommendations contained in this report.

A. Employee Total Compensation Recommendations FY13

DHRM recommends the following:

- 2.00% General Salary Increase.¹
- 2.00% Discretionary/Performance Based Increase.¹
- 0.00% Merit increase.¹
- 0.00% Market Comparability Adjustment (MCA) funding.

URS recommends the following:

- Recommendations from URS at the time of this report are preliminary. Please refer to **Appendix A** which includes the "Preliminary" Tier I and Tier II retirement rates for FY13. These rates are "Preliminary" because URS may need to make adjustments dependent upon the 2012 legislative session.

PEHP recommends the following:

- 8.5% funding for Medical Insurance.
- 3.5% funding for Dental Insurance.
- PEHP's preliminary rates are provided in **Appendix A**:

¹ Payroll funding percentages for the recommendations are based on a general/uniform school fund formula where one percent of payroll is estimated for a Merit. We have not yet received the value of a one percent from GOPB so specific dollar amounts have been omitted.

B. Employee Salary Philosophy and Goals

The State of Utah maintains an employee salary system that is intended to be competitive with prevailing market wages, in order to attract and retain a quality workforce. Each of the four recommendations will serve a critical part in maintaining a well-balanced system:

- **General Salary Increases**

A general salary increase will serve two purposes. First, it will work much like an across-the-board Cost-of-Living (COLA) increase in that it will provide employees assistance in maintaining their purchasing power amidst the rising cost of goods and services. All employees would receive this increase, except those at max of their salary range or in longevity. These employees would be given a one-time lump sum bonus. Secondly, it will work like a Merit Pay increase because it will advance employees through their individual salary ranges, so as to take a step towards minimizing the State's salary compression problem, but the increase would not be based on performance.

- **Discretionary/Performance Based Increases.**

Discretionary/Performance Based Increases can be used by individual agencies to correct compensation "hot" spots, like compression, retention, recruitment, and rewards for exceptional performance. Discretionary funds may be used to increase base pay, or as a lump-sum cash bonus.

- **Merit Pay Increases.**

Merit increases advance employees through individual pay ranges as they develop skill and experience in the job. It is generally accepted among human resource professionals that an employee should achieve a pay level at the midpoint of the pay range within three to five years. The range midpoint is considered to be the market rate for a fully trained and experienced worker. Merit pay increases, advance employees through their pay range and are performance based. DHRM is not recommending a Merit Pay increase this year because movement within the range will be addressed in a "General Salary" Increase and a component of performance recognition will be included in a "Discretionary/Performance Based" Increase.

- **Market Comparability Adjustments (MCA).**

From data obtained through survey tools, MCA's align our employees' pay ranges with those in the market. DHRM is not recommending an MCA increase this year because of the need for more time in understanding the Hay Group's recommendations and methodologies regarding salaries and pay ranges, and possible future modification of our compensation philosophy in cooperation with the Governor's Office.

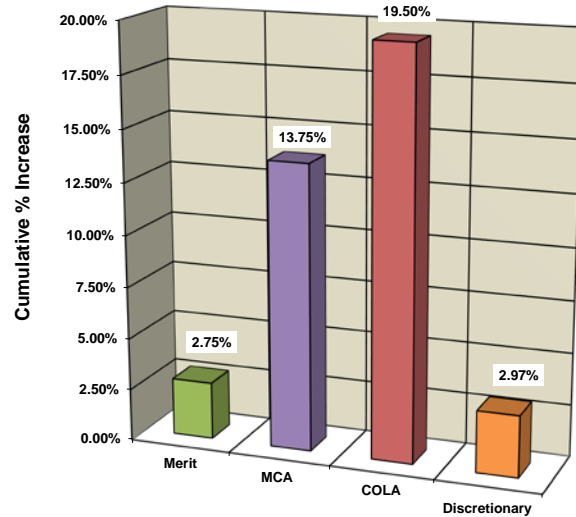
C. Salary Increase History

Figure 1.1 shows a 12 year history of salary increases that have been funded through legislative appropriations.

Figure 1.1

Calendar Year	Fiscal Year	Increase Category			
		Merit	MCA	COLA	Discretionary
2011	FY12	0.00%	0.00%	0.00%	0.00%
2010	FY11	0.00%	0.00%	0.00%	0.00%
2009	FY10	0.00%	0.00%	0.00%	0.00%
2008	FY09	0.00%	0.00%	5.00%	0.00%
2007	FY08	0.00%	0.00%	3.50%	1.50%
2006	FY07	0.00%	0.00%	3.50%	0.00%
2005	FY06	0.00%	2.75%	2.50%	0.00%
**2004	FY05	0.00%	2.75%	1.00%	0.00%
2003	FY04	0.00%	0.00%	0.00%	0.00%
2002	FY03	0.00%	2.75%	0.00%	0.00%
*2001	FY02	2.75%	2.75%	0.00%	1.47%
2000	FY01	0.00%	2.75%	4.00%	0.00%
Cumulative Increase Given by Category for the last 12 Years		2.75%	13.75%	19.50%	2.97%
*The last time a merit increase was given was in 2001.					
**The last time salary ranges were adjusted was in 2004.					

Cumulative Increase Given by Category for the last 12 Years



As shown in Figure 1.1 the last time state employees received a salary increase through legislative appropriation was in July, 2008. While the economy and the lack of funding have played a major part of this trend it should be noted that many public and private employers have continued to grant salary increases to employees. Figure 1.2 shows the average percentage (%) salary increase among 22 western states in FY 2011.

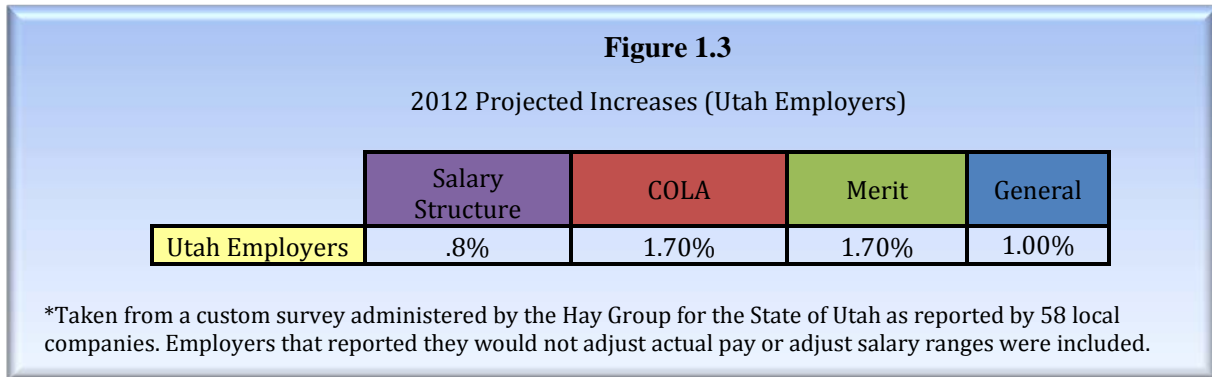
Figure 1.2

Average % Increase Among 22 Western States in FY 2011

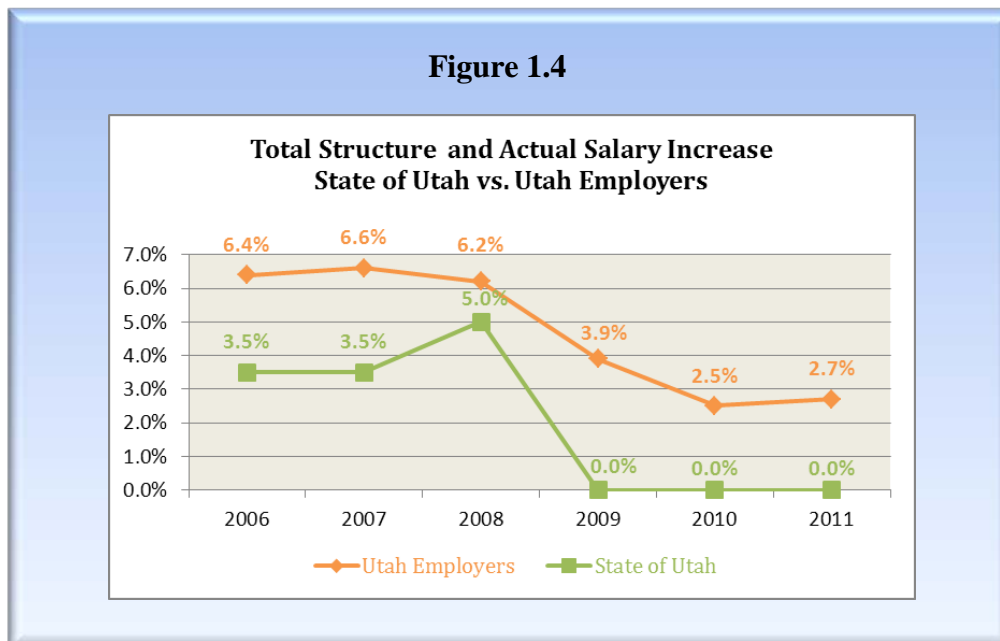
	Salary Structure	COLA	Merit
CSCA	0.65%	0.43%	0.62%

*Taken from the 2010 CSCA Compensation Survey

Market information also shows that many Utah employers plan on earmarking funds for salary structure adjustments (MCA's), cost of living adjustments (COLA's) and merit increases in their 2012 budgets. Figure 1.3 shows the 2012 projected salary and structure increases as reported by Utah employers on a custom survey administered for the State of Utah by the Hay Group.



Information from the same Hay Group survey showed that these same Utah employers have taken steps to address salary needs over the last six years even with a struggling economy. Figure 1.4 shows a comparison of what the State of Utah and Utah employers that were surveyed by the Hay Group provided in actual salary (COLA and Merit) and structure combined within the last six years.



Additionally, as shown in **Appendix B** of this report, the four counties in Utah employing the largest number of employees have received between 8.84% and 22.54% more in salary increases than the State over the last 10 years. In the last two years all

four counties have increased pay to employees in some form despite the uncertainty of these economic times.

The lack of increases for State Employees in the last three years has caused average salary to flatten out for regular and public safety employees in the executive branch. Figure 1.5 provides a historical look at average salary over the last 10 years.

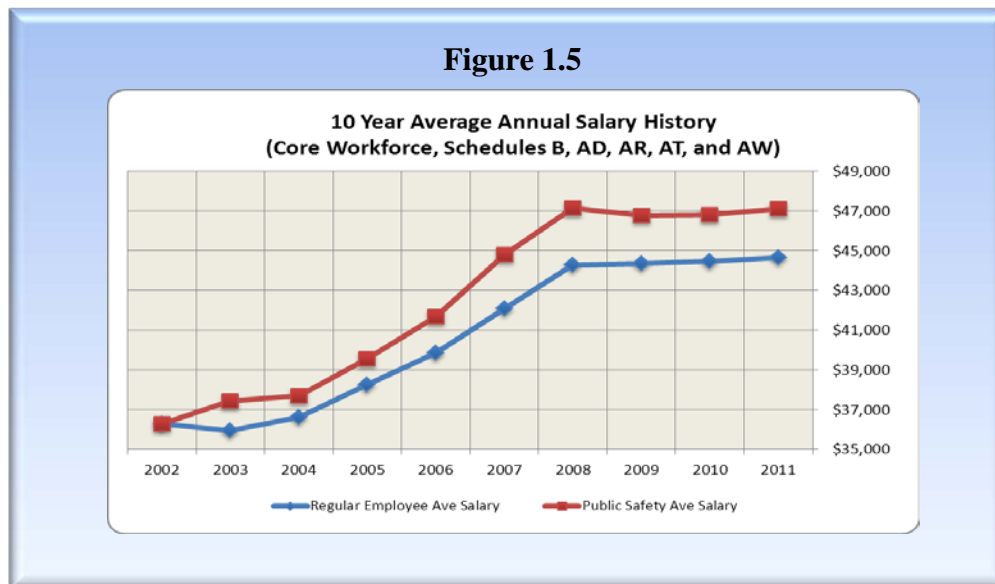
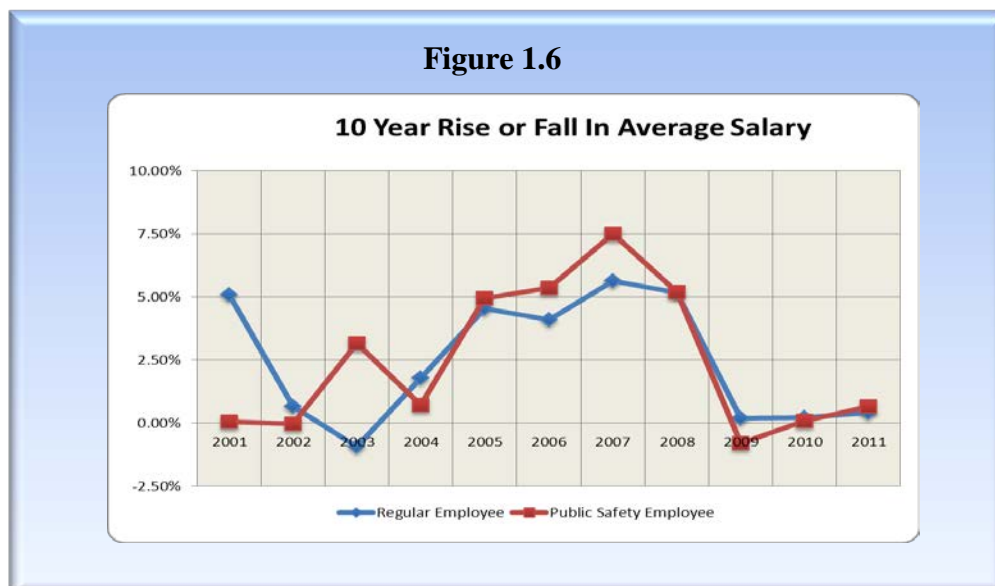


Figure 1.6 provides a look at the rise or fall in average salary over the last 10 years for regular and public safety employees in the executive branch. This graph represents the change in average salary whether in the form of an increase or a decrease over the previous year. As displayed in Figure 1.6, public safety employees saw a decrease in average salary from the year 2008 and had a minimal change since that time. Regular employees have seen a minimal change in average salary over the last three years as well.



D. Hay Group Study

DHRM is in the process of working with an outside consultant (the Hay Group) to determine where current employees' total compensation compares to the market.

We have received preliminary information about where overall salaries are compared to the applicable market using median averages of range midpoint and actual pay. The State's overall position to the market in salary is shown in Figure 1.7.

Figure 1.7

Category	State of Utah Salaries vs. Market
Current Midpoints	-6.00%
Current Actual Pay	-10.50%

To determine the market position shown in Figure 1.7, the Hay Group used a sample of 162 benchmark jobs. This is new for the State of Utah which currently uses 87 benchmark jobs. **Appendix C** of this report includes a snapshot of the current workforce profile information about the incumbents who reside within these benchmarks.

The process for gathering salary information is outlined in Utah Code 67-19-12(4)(c) and a summary of this process is included in **Appendix D**. The Hay Group collected annual salary survey information from local companies and our western states market (see **Appendix E** for the different methods that were used to gather the data).

Being below the market in salary can make a difference for an employee who is considering other employment options as shown in the example below:

Figure 1.8

What does being -10.5% below the market in actual average salaries really mean to an employee?

- For a Highway Patrol Officer making \$16.95 an hour, -10.5% below market means:
 - Making \$18.94 an hour somewhere else
 - Making \$344.68 more per month
 - Making \$4,136.18 more per year
- For a JJS Counselor II making \$16.50 an hour, -10.5% below market means:
 - Making \$18.44 an hour somewhere else
 - Making \$335.53 more per month
 - Making \$4,026.37 more per year
- For a Registered Nurse making \$19.95 an hour, -10.5% below market means:
 - Making \$22.29 an hour somewhere else
 - Making \$405.69 more per month
 - Making \$4,868.25 more per year

In all three of these examples, being -10.5% below market is significant. The increases in salary that these employees could potentially see if they went to work for a private company or other public agency are significant.

II. Salary Recommendation Justification

SALARY RECOMMENDATION JUSTIFICATION

The following section will discuss the four proposed salary recommendations and why DHRM believes they are warranted:

A. 2.00% General Salary Increase

This year we are including in place of a cost of living adjustment (COLA) recommendation a 2.00% general salary increase. A general salary increase will serve two purposes. First, it will work much like an across-the-board cost of living (COLA) increase in that it will provide employees assistance in maintaining their purchasing power amidst the rising cost of goods and services. All employees would receive this increase, except those at max of range or in longevity. These employees would be given a one-time lump sum bonus. Secondly, it will work like a Merit Pay increase because it will advance employees through their individual salary ranges, so as to take a step towards minimizing the State's salary compression problem, but the increase would not be based on performance. The reasoning behind the importance of Merit pay will be explained in this section. Information about the importance of COLA increases will be explained next.

Cost of living adjustments (COLA's) are given to employees to help them maintain their standard of living. Increases in goods and services in the market caused by inflation can have a negative effect on employees when they aren't given additional pay to offset those increases.

The Consumer Price Index (CPI) is used by the State of Utah to determine how much of a COLA employees should be given to help them keep pace with inflation. This year the CPI shows a 3.50% increase in the cost of goods and services from the previous year.

Appendix B shows that over the past 10 years, State of Utah salary increases averaged -9.65% below inflation. A COLA would help bridge the gap between employee pay and the rising cost of goods and services.

While generally employees like to see a COLA because it increases base pay it should be noted that a COLA doesn't reward successful performance or align employee pay with the market. Additionally, COLA's do not help with salary compression because they sustain an employee's pay at the same position in their salary range. Providing a general increase is a good way to alleviate issues with salary compression, which have not been solved through COLA's in the past.

B. 2.00% Discretionary/Performance Based Funds for Administrative Salary Increases

There are times when agencies have special salary needs that could be alleviated through appropriated discretionary/performance based funding. Discretionary funding allows the agency the flexibility it needs to be able to resolve unique issues that might not be solved through other general salary increases like (COLA's, MCA's, or Merit

increases). Here are a few examples of when discretionary/performance based funding pays off big for individual agencies:

- An agency uses discretionary money to reward a high performing unit for the completion of a project that saved the agency money and utilized fewer resources.
- Salary compression in an agency has been a significant concern for one job classification in particular. However; it has lacked the funding to solve the problem. The agency uses the discretionary/performance based funding to help it solve salary compression issues for that job classification.
- While salary survey data shows that one job classification in an agency is below market; it is not far enough below market to warrant an MCA increase. The agency is losing valuable employees to higher paying employers. It decides to use the discretionary/performance based funding to increase the salary of incumbents in the job classification they are losing people in as a way to help it solve employee retention issues.

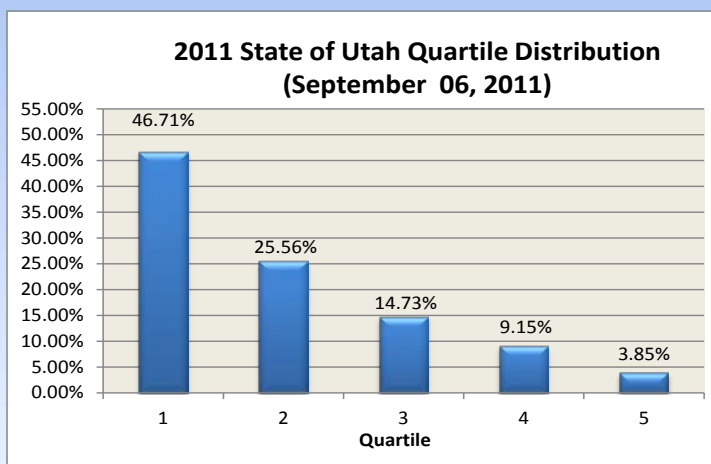
C. 0.00% Merit Pay Increase

DHRM is not recommending a Merit Pay increase this year because movement within the range will be addressed in a “General Salary” Increase and a component of performance recognition will be included in a “Discretionary/Performance Based” Increase. One of the biggest positive advantages of Merit pay increases come from the fact that it helps employees move through their salary ranges.

According to Figure 1.1 in Section I, throughout the 12 year history of salary increases, merit increases have only been granted once in the last twelve years and the last time a merit increase was appropriated was in 2001. This means that generally employees have not moved through their salary ranges as they have developed and performed successfully within their positions. As a result, salary compression is a problem and a significant employee relations issue resulting in 46.71% of State employees in the first quartile of their salary range and another 25.56% in the second quartile (See Figure 2.1). While state employees have received cost of living increases (COLA's) in some years, these types of increases don't provide salary range movement. With the July 1st, 2010, implementation of H.B. 140, increases no longer need to be in increments of 2.75%. We hope that this change will provide the flexibility needed to move employees through their salary ranges even if by small percentages.

Figure 2.1

Quartile	# of Employees	%
1	7647	46.71%
2	4185	25.56%
3	2411	14.73%
4	1498	9.15%
5	630	3.85%
Total	16371	100.00%



* The 5th quartile represents employees who are in longevity (above their salary range).

Salary compression is a problem for the State because:

- Salary compression within the first two quartiles means that the State of Utah is paying training wages to fully functioning employees, some with exceptional performance ratings and/or longevity with the State.
- In consideration of the previous bullet point, 72.27% of State employees are within the first two quartiles of their salary range.
- Industry compensation standards tell us that employees in the private sector can expect to be at midpoint within 3-5 years and beyond the midpoint for exceptional performance and longevity with the company. This means that exceptional state employees can find salary mobility elsewhere.
- Compression contributes to decreased employee morale as long-term and/or exceptional workers find themselves making the same amount as new employees.

D. 0.00% Market Comparability Adjustments (MCA's)

DHRM is not recommending MCAs for FY 2013. This is due to the total compensation study referenced previously. The Hay Group total compensation study results are not yet completed, and we therefore will not have enough time to study the methodologies used. DHRM would prefer to hold off on MCA's while we work with the Governor's Office over the next year to determine what our compensation philosophy should be going forward, how surveys will be conducted in the future, and which statistics, data, and methodologies are appropriate.

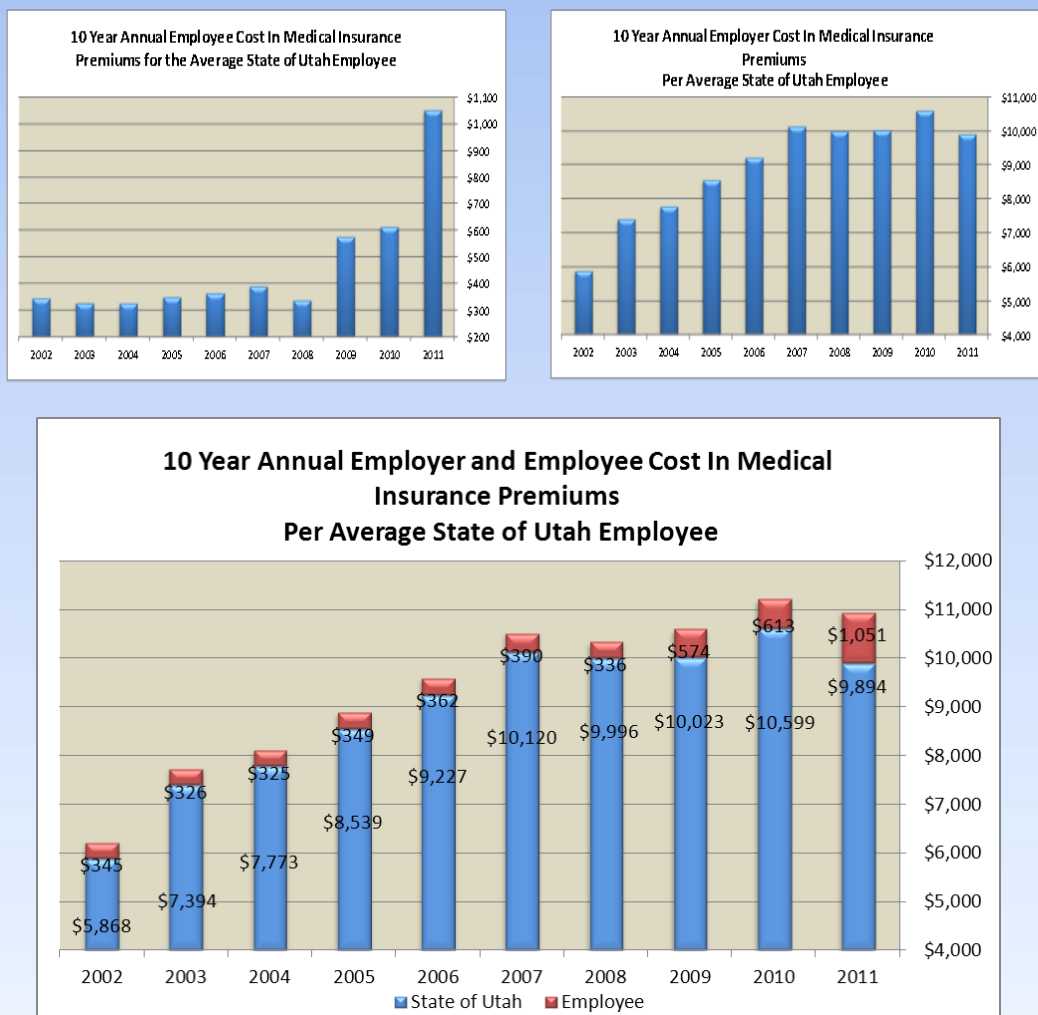
III. Benefits Recommendations

BENEFITS RECOMENDATIONS

The last few years have seen a number of changes to employee benefits. Attractive benefits are a critical piece of the State of Utah's total compensation package. Medical insurance and retirement benefits have seen the most significant changes over the last 10 years as the premium costs for both of these benefits have increased substantially.

A historical look at the employer and employee costs to medical insurance premiums is shown in Figure 3.1 below. In 2009 there was a large increase to the average employees' medical premiums. Then, in 2011 employees' received another large increase to their medical insurance premiums. In comparison, as shown in Figure 3.1, the State has maintained or lowered what it has been spending on medical insurance premiums since 2008 by cost shifting to employees.

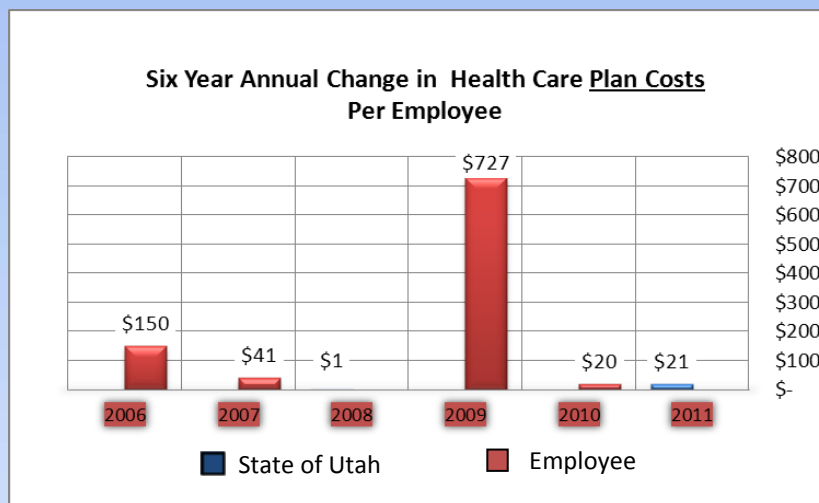
Figure 3.1



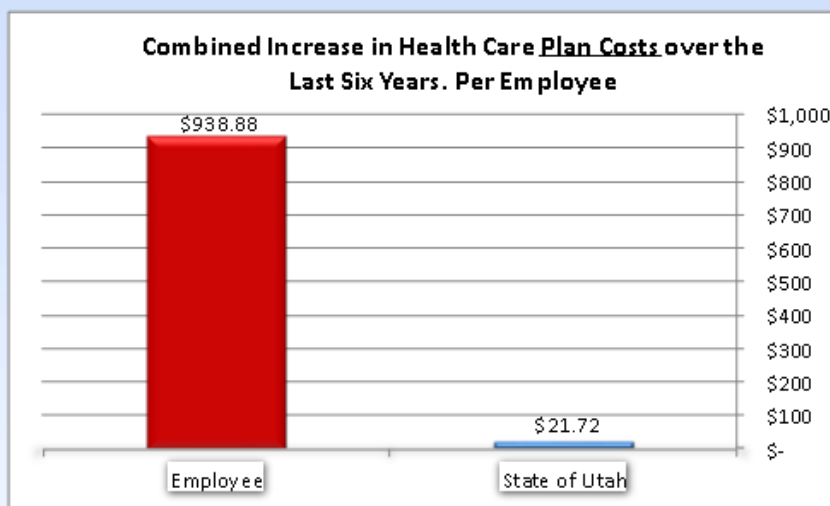
Redistributing Medical insurance premiums to employees is one tool that can be used to cost shift expensive increases in medical costs. The State has also explored a number of changes in health insurance plan design over the last few years to lessen the impact of the increasing cost of health care.

Some of the changes that the State has instigated in the form of health insurance plan design have included: increases to co-pays, deductibles, out of pocket maximums and changes to co-insurance. For a more thorough listing of changes over the last six years please see **Appendix F**. Plan design changes can be significant to employees, especially those who are accustomed to paying a certain amount for a service and don't have an option to select a less costly alternative. Figure 3.2 shows that employees have fronted the majority of the plan design costs over the last six years.

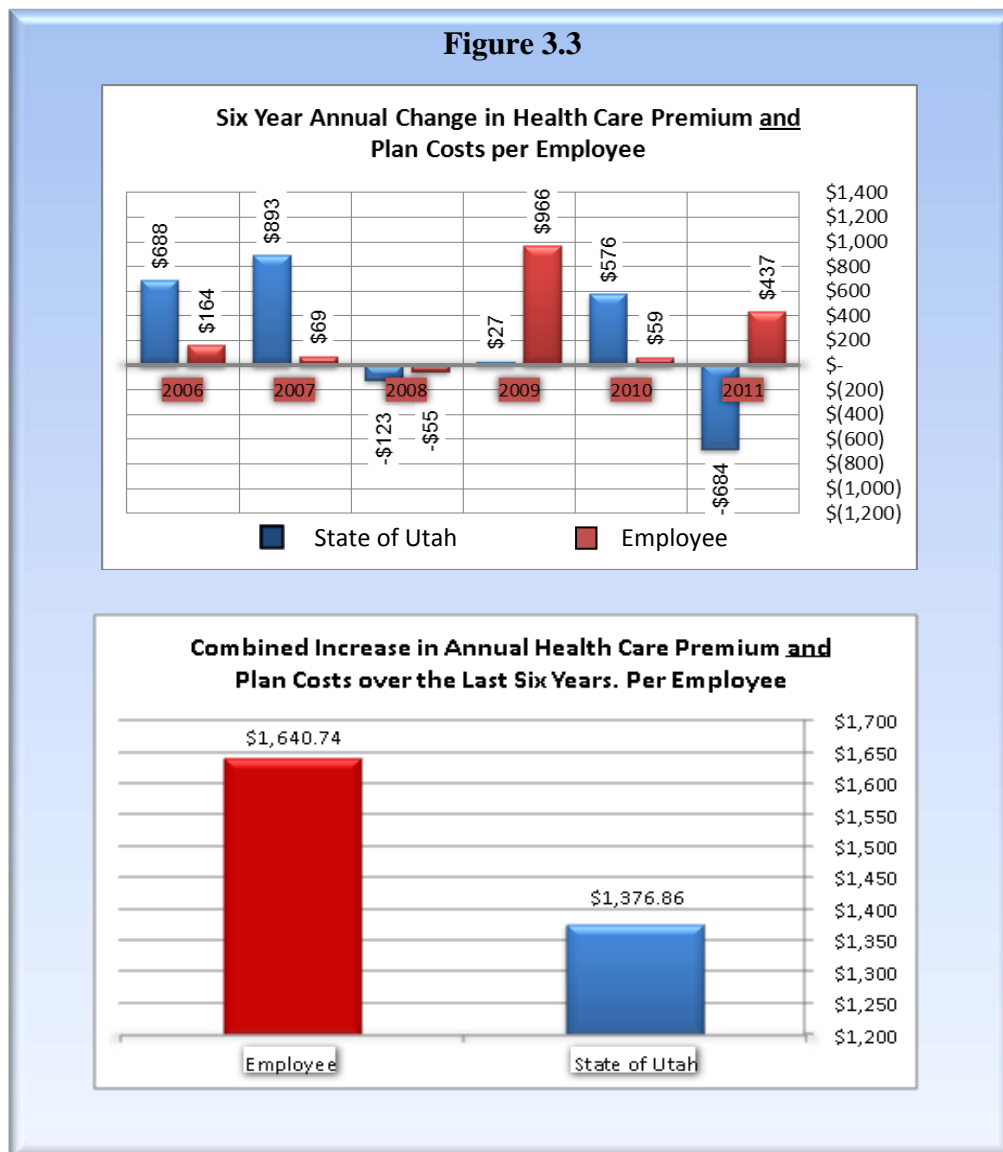
Figure 3.2



★ Federal Health Care Reform (See Appendix H)



If you combine the change in premium costs with the increase in health insurance plan design costs over the last six years you see that on average employees have taken on the larger amount. Figure 3.3 shows the annual cost per employee that the state and the average employee have absorbed in both insurance premiums and plan design changes per year since 2006.



This cost shifting trend in health insurance premiums and plan design can help the State mitigate increases to its own cost of health insurance. However, for State employees; increases in health insurance without a boost to pay can weaken purchasing power causing a detrimental effect to their standard of living.

A historical look at the employer costs to retirement premiums is found in **Appendix G** and the preliminary recommendations from PEHP and URS concerning applicable increases to Medical, Dental and Retirement benefits can be found in **Appendix A** of this report.

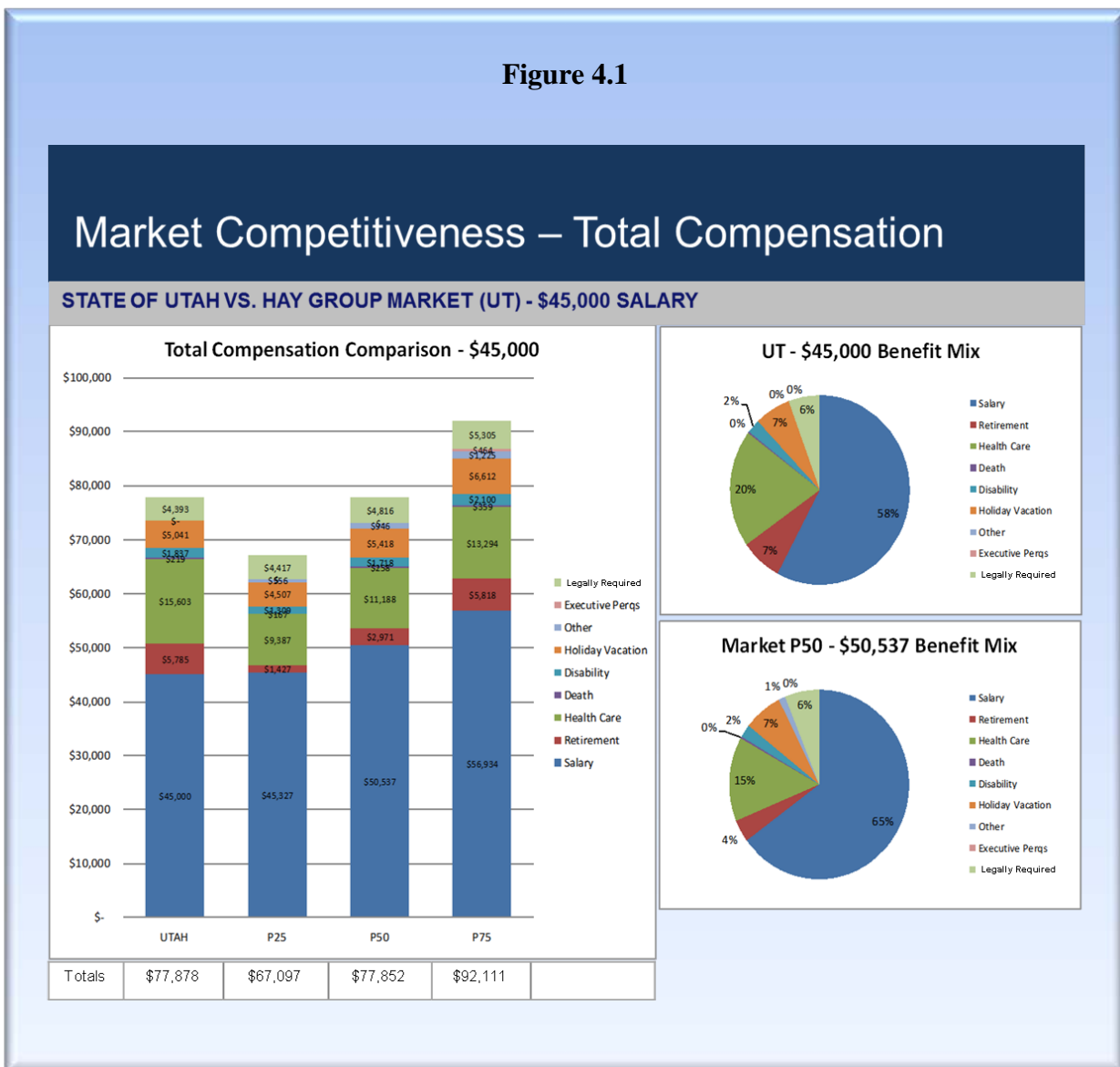
IV. Current Total Compensation Information

CURRENT TOTAL COMPENSATION INFORMATION

DHRM believes that the State of Utah offers its employees three valuable attraction and retention factors. These are salary, indirect returns (work environment and stability) and benefits (**see Appendix H**). It is important to recognize not only the individual merits of these factors, but also their collective whole. Keeping a careful balance between the factors is critical so that we can maintain a diverse workforce with different needs and priorities.

Figure 4.1 is a current snapshot of the State of Utah's total compensation package compared to the market at an interval comparable to the State's annual average salary of \$44,637. Data was gathered from a Hay Group survey of Utah organizations. Benefits data was obtained through the Hay Group Market which represents a custom survey of Utah organizations and Utah organizations contained in the Hay 2011 benefits database.

Figure 4.1



Some common themes are apparent in review of Figure 4.1. First, the State's total compensation offering at its average salary level is at the market median. Benefits are above the market median driven mainly by strong retirement and health care programs. Cash compensation lags the market by an average of 10% but employees earning less than \$50,000 lag the market by 11% or more.

DHRM supports the realignment of our current total compensation package as long as the changes made maintain the State's overall total compensation value and enhances the State's ability to attract and retain quality talent. According to the 2010 statewide employee survey, when asked how well State employees think total compensation is keeping pace with the private sector, 73% felt that the State was far behind or somewhat behind. This alludes to a false perception about the actual value of the States Total Compensation package, which in review of figure 4.1 is at market median.

Also on the 2010 statewide employee survey, employees chose health insurance first, retirement benefits second and leave benefits third when asked to rank the importance of the States benefits mix. Making significant benefits changes to these three areas without a comparable substitute could have a negative effect on our workforce.

Our employees are important stakeholders that should be considered when making pay mix changes because offering attractive rewards motivate them to be effective contributors to the State's workforce. It could be assumed that some factors of the State's pay mix are not attractive and motivating and are taking away the flexibility to enhance other areas that are attractive and motivating to employees. If adjustments are made (i.e. decreasing employee medical benefits), the cost savings from this change should be placed back into one of the other factors (i.e. salary) to assure that we can continue to employ the quality workforce needed to run the State's programs. DHRM continues to work closely with PEHP, URS and GOPB to assure that all changes to total compensation are carefully determined. Additionally, we will be considering recommendations from the Hay Group (November, 2011) to create a strategic compensation philosophy and work towards the appropriate pay mix for the State of Utah.

V. Appendices

Appendix A

APPENDIX A – PRELIMINARY RETIREMENT, HEALTH AND DENTAL CONTRIBUTION RATES

Utah Retirement Systems							
Preliminary Tier 1 Retirement Contribution Rates as a Percentage of Salary and Wages							
Fiscal Year July 1, 2012 - June 30, 2013							
	Tier 1			Tier 1			Increase (Decrease)
	2011-2012 RATES			2012-2013 RATES			
	Employee	Employer	Total	Employee	Employer	Total	
Public Employees							
Contributory Retirement System							
11- Local Government	6.00	9.76	15.76	6.00	12.03	18.03	2.27
12- State and School	6.00	12.37	18.37 1,2	6.00	14.27	20.27 1,2	1.90
Public Employees							
Noncontributory Retirement System							
15- Local Government	-	13.77	13.77	-	16.04	16.04	2.27
16- State and School	-	16.86	16.86 1,2	-	18.76	18.76 1,2	1.90
Public Safety							
Contributory Retirement System							
Division A							
22- State With 4% COLA	12.29	22.88	35.17 1	12.29	25.52	37.81 1	2.64
23- Other Division A With 2.5% COLA	12.29	15.78	28.07	12.29	19.69	31.98	3.91
77- Other Division A With 4% COLA	12.29	18.34	30.63 3	12.29	19.83	32.12 3,4	1.49
Division B							
27- Logan With 2.5% COLA	11.13	21.36	32.49	11.13	27.95	39.08	6.59
Logan With 4% COLA	11.13	24.70	35.83 3	11.13	29.60	40.73 3,4	4.90
29- Other Division B With 2.5% COLA	10.50	19.48	29.98	10.50	22.86	33.36	3.38
74- Other Division B With 4% COLA	10.50	23.22	33.72 3	10.50	23.31	33.81 3,4	0.09
Public Safety							
Noncontributory Retirement System							
Division A							
42- State With 4% COLA	-	34.12	34.12 1	-	37.29	37.29 1	3.17
43- Other Division A With 2.5% COLA	-	27.07	27.07	-	31.06	31.06	3.99
75- Other Division A With 4% COLA	-	28.82	28.82 3	-	31.14	31.14 3,4	2.32
48- Bountiful With 2.5% COLA	-	29.19	29.19	-	37.16	37.16	7.97
Bountiful With 4% COLA	-	32.71	32.71 3	-	38.96	38.96 3,4	6.25
Division B							
44- Salt Lake City With 2.5% COLA	-	36.71	36.71	-	41.95	41.95	5.24
Salt Lake City With 4% COLA	-	40.25	40.25 3	-	43.56	43.56 3,4	3.31
45- Ogden With 2.5% COLA	-	36.13	36.13	-	42.21	42.21	6.08
Ogden With 4% COLA	-	40.25	40.25 3	-	43.98	43.98 3,4	3.73
46- Provo With 2.5% COLA	-	33.05	33.05	-	38.54	38.54	5.49
Provo With 4% COLA	-	36.31	36.31 3	-	40.10	40.10 3,4	3.79
47- Logan With 2.5% COLA	-	31.91	31.91	-	38.18	38.18	6.27
Logan With 4% COLA	-	35.27	35.27 3	-	39.83	39.83 3,4	4.56
49- Other Division B With 2.5% COLA	-	28.64	28.64	-	32.77	32.77	4.13
76- Other Division B With 4% COLA	-	32.70	32.70 3	-	32.99	32.99 3,4	0.29
Firefighters' Retirement System							
Division A							
Gross Rate	15.05	13.84	28.89	15.05	14.50	29.55	0.66
Insurance Premium Offset	0.00	(13.34)	(13.34)	-	(11.84)	(11.84)	1.50
31- Net rate	15.05	0.50	15.55	15.05	2.66	17.71	2.16
Division B							
Gross Rate	16.71	11.76	28.47	16.71	13.92	30.63	2.16
Insurance Premium Offset	(0.53)	(11.76)	(12.29)	-	(11.84)	(11.84)	0.45
32- Net rate	16.18	0.00	16.18	16.71	2.08	18.79	2.61
Judges' Retirement System							
Gross Rate	-	40.08	40.08 1	-	46.89	46.89 1	6.81
Court Fees Offset	-	(14.26)	(14.26)	-	(14.02)	(14.02)	0.24
37- Net rate- Noncontributory	-	25.82	25.82 1	-	32.87	32.87 1	7.05
Governors and Legislative							
14- 2010-11 Appropriation Payable by June 30, 2011		\$214,076	\$214,076		\$269,982	\$269,982	\$55,906

1 Includes funding of 3% Substantial Substitute based on salaries for all state and school employees.

2 Does not include 1.5% 401(k).

3 Rate if Public Safety Employer elects the 4% COLA.

4 For Public Safety units electing the 4% COLA during calendar year 2012, the new rate will go into effect on January 1, 2013 not July 1, 2013.

1 Includes funding of 3% Substantial Substitute based on salaries for all state and school employees.

2 Does not include 1.5% 401(k).

3 Rate if Public Safety Employer elects the 4% COLA.

4 For Public Safety units electing the 4% COLA during calendar year 2012, the new rate will go into effect on January 1, 2013 not July 1, 2013.

Utah Retirement Systems
Preliminary Tier 2 Retirement Contribution Rates as a Percentage of Salary and Wages
Fiscal Year July 1, 2012 - June 30, 2013

	Preliminary Tier 2 Hybrid Retirement System						Preliminary Tier 2 Defined Contribution Plan			
	(1) Employer Tier 2 Rate	(2) Hybrid Plan DB Plan Rate	(3) Hybrid Plan DC Plan Rate (1)-(2)	(4) Death Benefit**	(5) Tier I Amortization %	(6) Total (1)+(4)+(5)	(1) Employer Tier 2 Rate	(2) Death Benefit**	(3) Tier I Amortization %	(4) Total (1)+(2)+(3)
Public Employees Contributory Retirement System										
11 Local Government	10.00	8.41	1.59	0.15	5.95	16.10	10.00	0.15	5.95	16
Public Employees Noncontributory Retirement System										
15 Local Government	10.00	8.41	1.59	0.15	4.18	14.33	10.00	0.15	4.18	14
16 State and School	10.00	8.41	1.59	0.15	6.50	16.65	10.00	0.15	6.50	16
Public Safety Contributory Retirement System										
23 Other Division A	12.00	10.91	1.09	0.19	8.76	20.95	12.00	0.19	8.76	20
77 Other Division A	12.00	10.91	1.09	0.19	8.33	20.52	12.00	0.19	8.33	20
29 Other Division B	12.00	10.91	1.09	0.19	10.18	22.37	12.00	0.19	10.18	22
74 Other Division B	12.00	10.91	1.09	0.19	9.97	22.16	12.00	0.19	9.97	22
Public Safety Noncontributory Retirement System										
42 State	12.00	10.91	1.09	0.19	14.36	26.55	12.00	0.19	14.36	26
43 Other Division A	12.00	10.91	1.09	0.19	8.76	20.95	12.00	0.19	8.76	20
75 Other Division A	12.00	10.91	1.09	0.19	8.33	20.52	12.00	0.19	8.33	20
44 Salt Lake City	12.00	10.91	1.09	0.19	19.37	31.56	12.00	0.19	19.37	31
45 Ogden	12.00	10.91	1.09	0.19	19.68	31.87	12.00	0.19	19.68	31
46 Provo	12.00	10.91	1.09	0.19	15.98	28.17	12.00	0.19	15.98	28
47 Logan	12.00	10.91	1.09	0.19	15.49	27.68	12.00	0.19	15.49	27
48 Bountiful	12.00	10.91	1.09	0.19	14.79	26.98	12.00	0.19	14.79	26
49 Other Division B	12.00	10.91	1.09	0.19	10.18	22.37	12.00	0.19	10.18	22
76 Other Division B	12.00	10.91	1.09	0.19	9.97	22.16	12.00	0.19	9.97	22
Firefighters' Retirement System										
31 Division A*	12.00	10.91	1.09	0.19	0.00	12.19	12.00	0.19	0.00	12
32 Division B*	12.00	10.91	1.09	0.19	0.00	12.19	12.00	0.19	0.00	12

* For Firefighters, the fire insurance premium offset was applied first to the amortization change, leaving no amount owed to Tier I by employers for Tier 2 Firefighters

** Employer paid active member death benefit (75% of salary) per Utah Code Section 49-22-501 and 49-23-501.

State of Utah 2012 / 2013 Renewal

(As of 10/14/2011)

Medical/Rx Renewal Increase	8.5%
Dental Renewal Increase	3.5%

Medical Comments:

- Medical renewal assumes 6.6% projected trend based on claim data for the first quarter of the 2012 /2013 fiscal year. An additional three months of claim experience will be available in early January to update projected trend.
- The gross renewal is 10.5% composed of a 3.9% prior year trend structural imbalance plus 6.6% projected trend. The gross renewal is adjusted by 2.0% to reduce excess claim contingency reserve arriving at the 8.5% net renewal. There is also opportunity to reduce the renewal further by correcting the 3.9% structural imbalance through plan design change to bring the overall renewal to 4.6%.
- The above 8.5% required increase assumes grandfather status maintained under federal healthcare guidelines (PPACA).

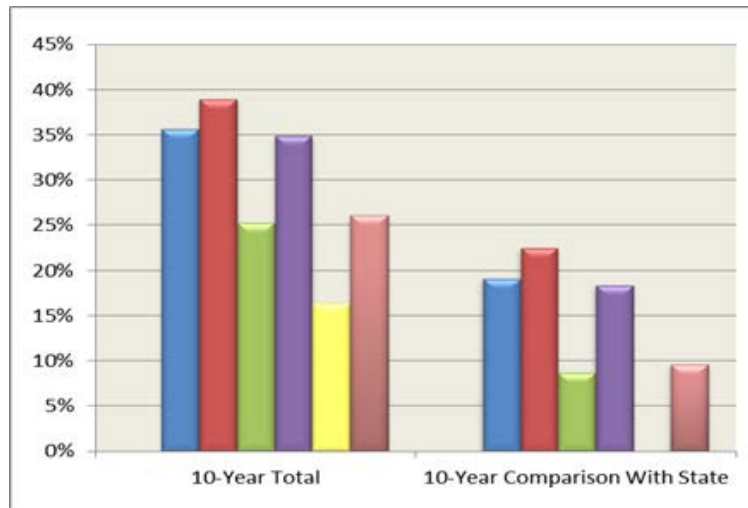
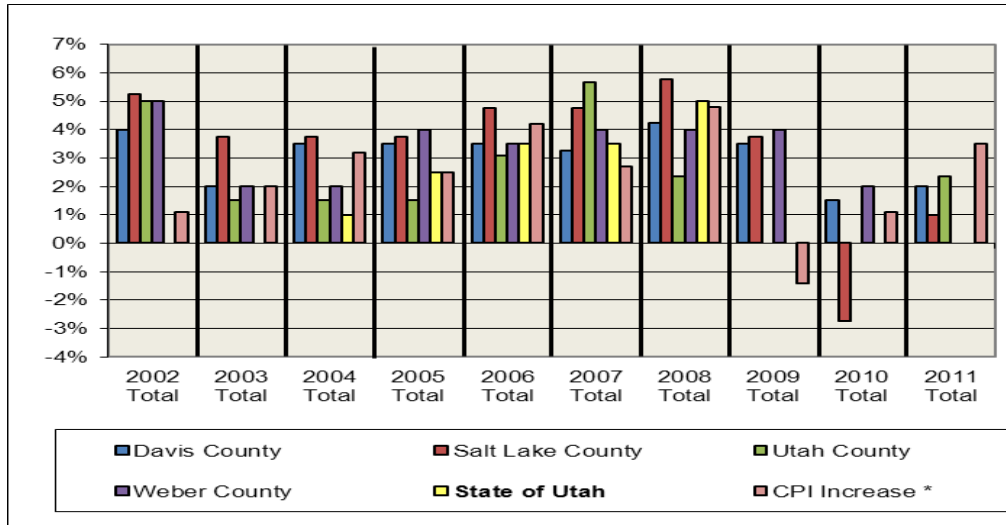
Dental Comments:

The State has not had a dental rate increase since 2006 resulting in a 6.7% structural imbalance. The gross required dental increase is composed of 2.3% projected trend and the 6.7% structural imbalance. To offset the gross 9.0% renewal PEHP is proposing a dental provider fee schedule reduction of 2.0% combined with plan changes worth approximately 3.5%.

Appendix B

APPENDIX B - STATE VS. COUNTIES SALARY INCREASE COMPARISON CHART

**STATE/COUNTIES
Merit/Cola Percent Increases
(Local Comparative Data)**



Employer	2002 Total	2003 Total	2004 Total	2005 Total	2006 Total	2007 Total	2008 Total	2009 Total	2010 Total	2011 Total	10-Year Compounded Total	10-Year Comparison w / State
Davis County	4.00%	2.00%	3.50%	3.50%	3.50%	3.25%	4.25%	3.50%	1.50%	2.00%	35.65%	19.21%
Salt Lake County	5.25%	3.75%	3.75%	3.75%	4.75%	4.75%	5.75%	3.75%	-2.75%	1.00%	38.99%	22.54%
Utah County	5.00%	1.50%	1.50%	1.50%	3.10%	5.65%	2.35%	0.00%	0.00%	2.35%	25.28%	8.84%
Weber County	5.00%	2.00%	2.00%	4.00%	3.50%	4.00%	4.00%	4.00%	2.00%	0.00%	34.92%	18.47%
State of Utah	0.00%	0.00%	1.00%	2.50%	3.50%	3.50%	5.00%	0.00%	0.00%	0.00%	16.44%	0.00%
CPI Increase *	1.10%	2.00%	3.20%	2.50%	4.20%	2.70%	4.80%	-1.40%	1.10%	3.50%	26.09%	9.65%

*National CPI for all urban consumers calculated June to June, round up, use DWS's website.

** Washington Co has switched to a pay for performance system and it is impossible for them to determine the average merit increase.

Appendix C

APPENDIX C- BENCHMARK BREAKDOWN PAGES

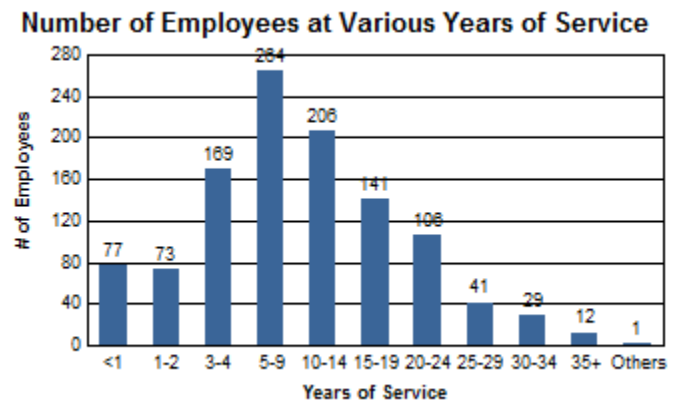
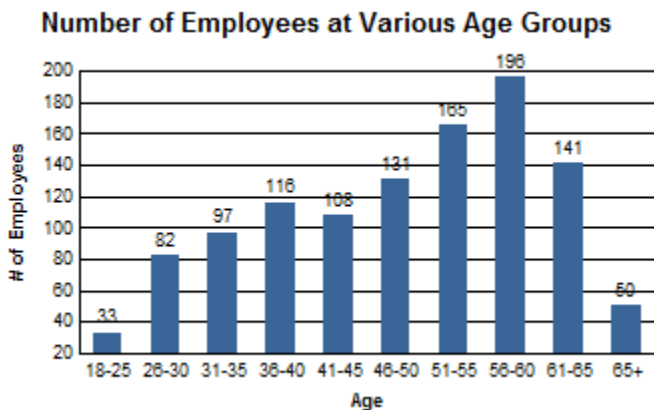
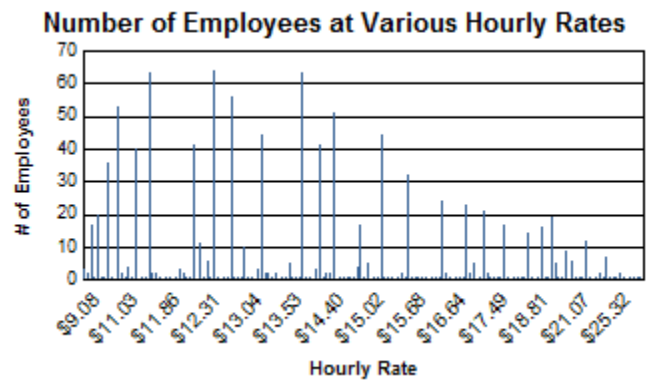
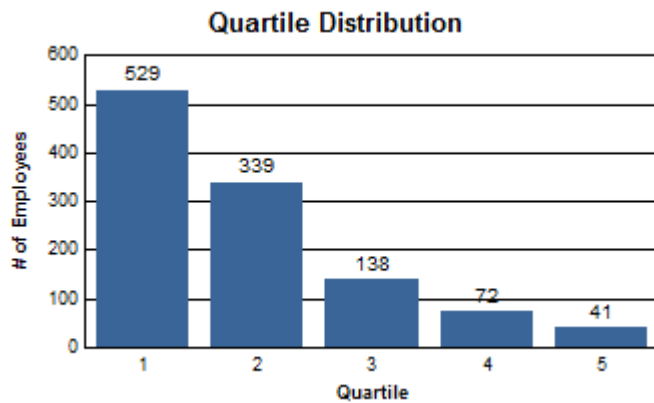
Job ID: 11020

Benchmark: OFFICE SPECIALIST I

Workforce Profile Information:

Currently there are **1,119** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the OFFICE SPECIALIST I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.19	\$13.59	48	11	77.57%



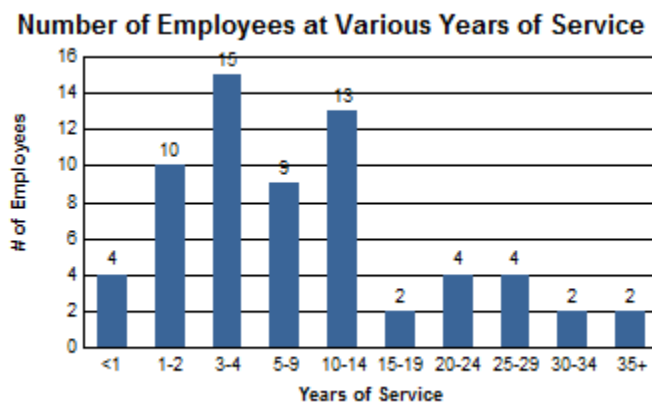
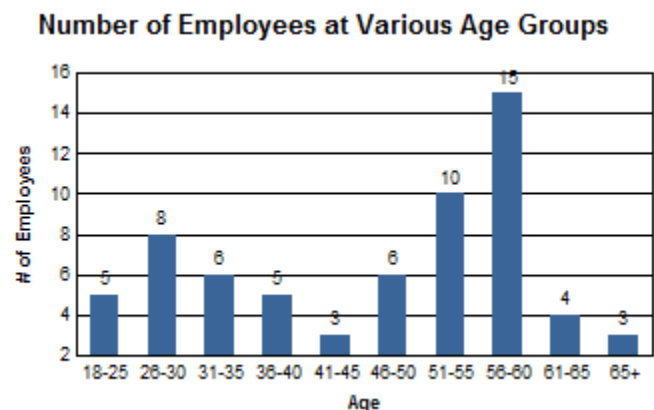
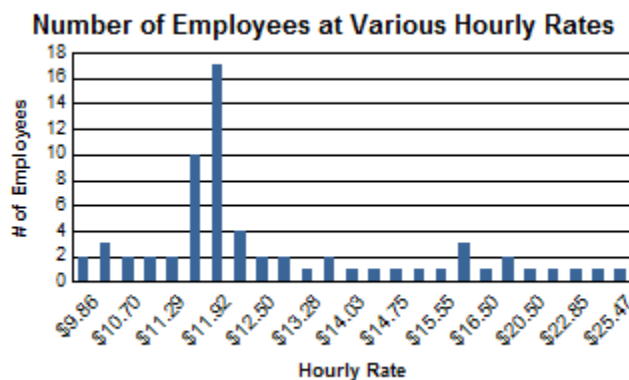
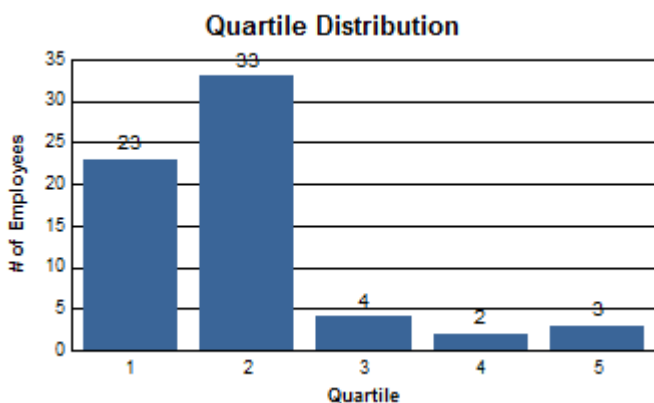
Job titles included in the OFFICE SPECIALIST I benchmark:

ADMINISTRATIVE ASSISTANT
 ADMINISTRATIVE SECRETARY
 EXECUTIVE ASSISTANT, APPOINTED
 EXECUTIVE SECRETARY
 OFFICE CLERK I
 OFFICE CLERK II
 OFFICE CLERK III
 OFFICE SPECIALIST I
 OFFICE SPECIALIST II
 OFFICE TECHNICIAN I
 OFFICE TECHNICIAN II
 SECRETARY TO THE STATE BOARD OF EDUCATION
 SUPPORT STAFF SUPERVISOR
 TEACHER CERTIFICATION SUPERVISOR

Workforce Profile Information:

Currently there are **65** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the MAIL CLERK II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$13.32	\$11.92	46	11	86.15%



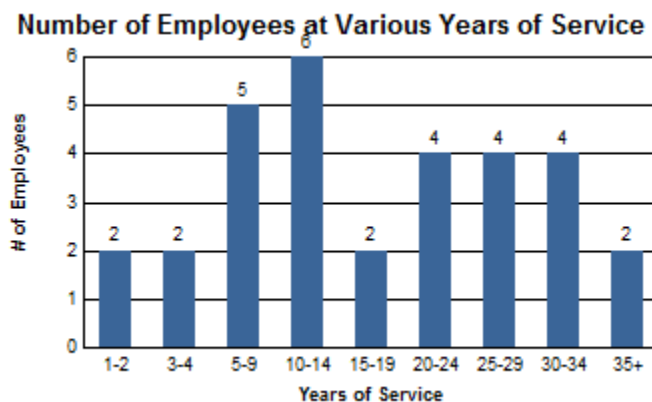
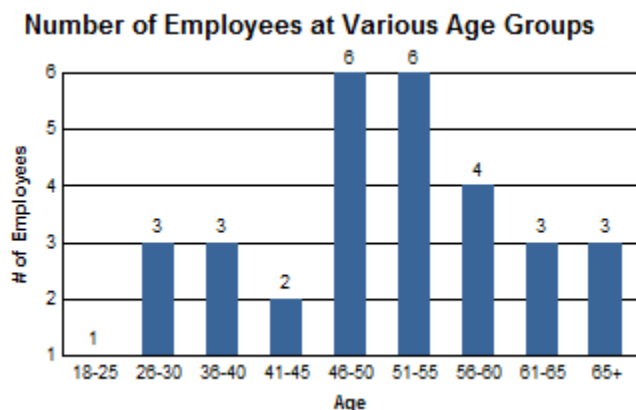
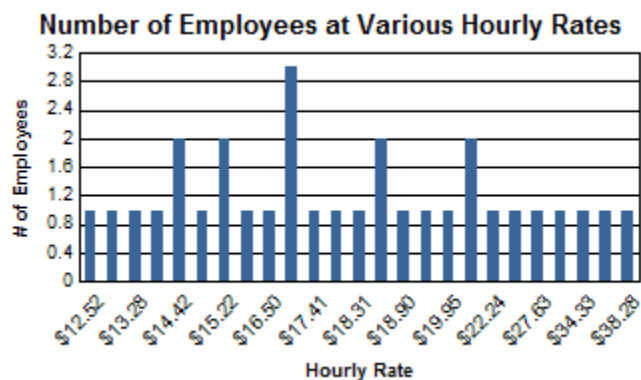
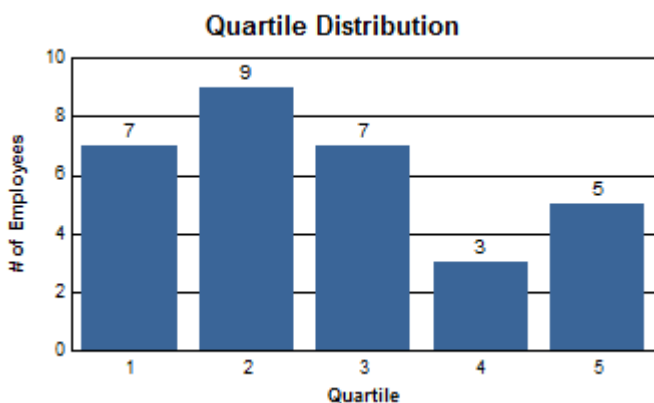
Job titles included in the MAIL CLERK II benchmark:

ASSISTANT MANAGER, MAIL SERVICES
 GENERAL SERVICES MANAGER
 GENERAL SERVICES SPECIALIST
 GENERAL SERVICES SUPERVISOR
 GENERAL SERVICES TECHNICIAN I
 GENERAL SERVICES TECHNICIAN II
 GENERAL SERVICES TECHNICIAN III
 MAIL CLERK I
 MAIL CLERK II
 MAIL CLERK III
 PROCESSING SERVICES TECHNICIAN I

Workforce Profile Information:

Currently there are **31** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the COMPUTER SUPPORT SPECIALIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$19.80	\$17.89	49	18	51.61%



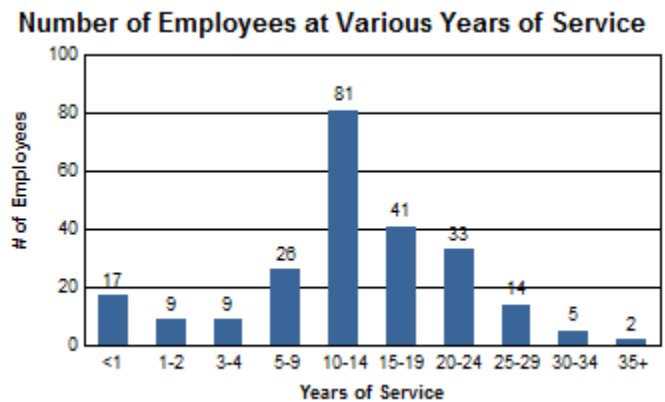
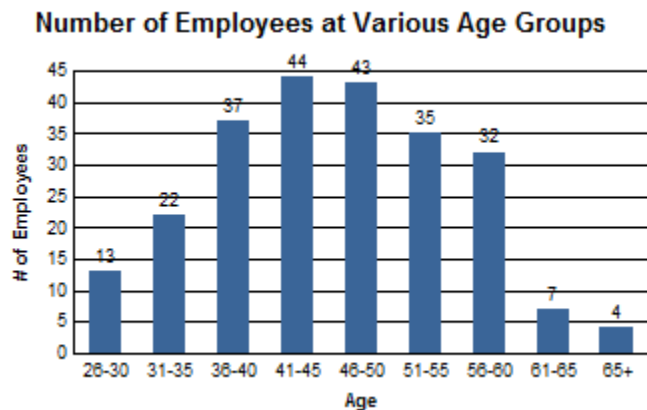
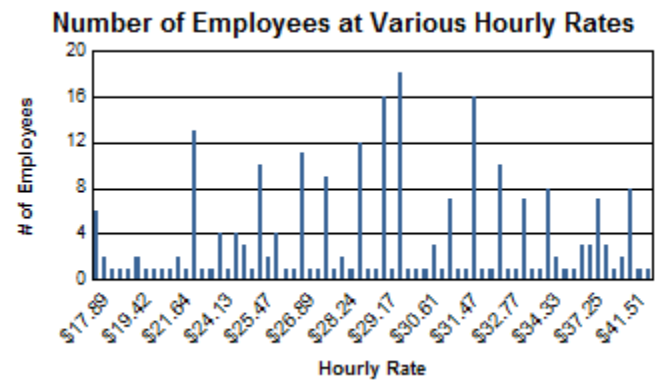
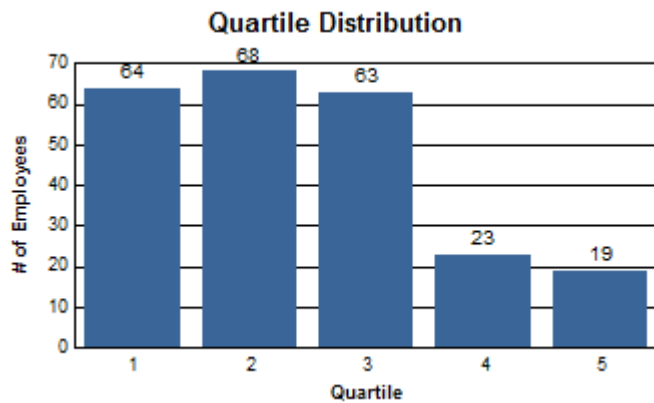
Job titles included in the COMPUTER SUPPORT SPECIALIST II benchmark:

COMPUTER OPERATIONS TECHNICAL SPECIALIST
 COMPUTER OPERATIONS TECHNICAL SUPERVISOR
 COMPUTER SUPPORT SPECIALIST I
 COMPUTER SUPPORT SPECIALIST II
 COMPUTER SUPPORT SPECIALIST III
 COMPUTER SUPPORT SUPERVISOR
 HELP DESK SUPERVISOR
 JOURNEY PRINTER
 LEAD PRINTER
 PRINTING OPERATOR
 PRINTING SUPERVISOR

Workforce Profile Information:

Currently there are **237** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the TECHNICAL SUPPORT SPEC II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$29.50	\$29.17	46	14	55.70%



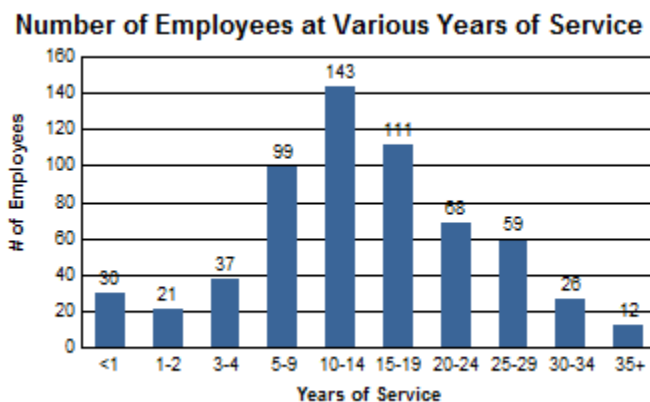
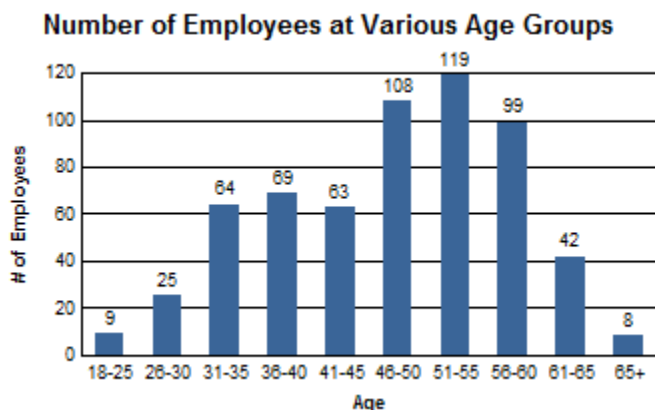
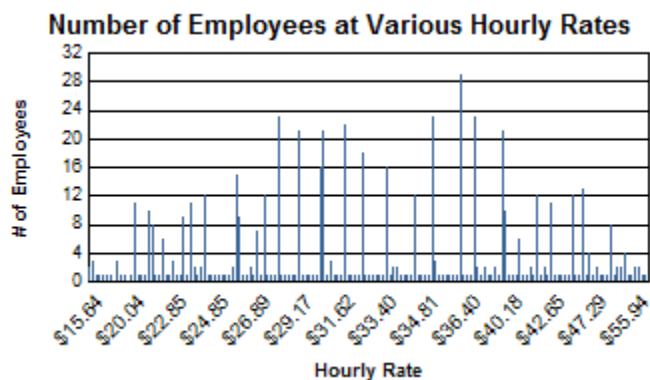
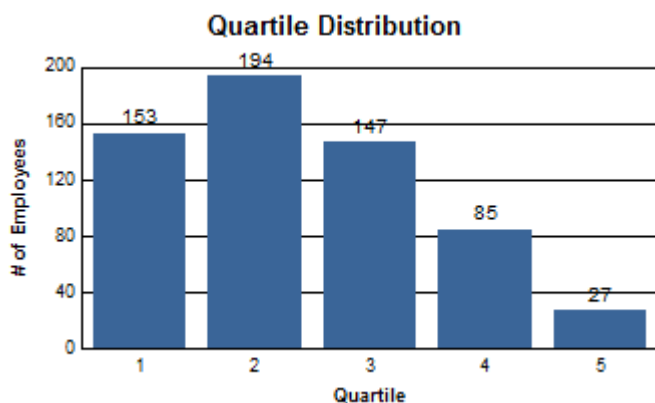
Job titles included in the TECHNICAL SUPPORT SPEC II benchmark:

MGR, LOCAL/WIDE AREA NETWORK SERVICES, DAS
 TECHNICAL SUPPORT SPEC I
 TECHNICAL SUPPORT SPEC II
 TECHNICAL SUPPORT SPECIALIST III

Workforce Profile Information:

Currently there are **606** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the IT ANALYST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$32.62	\$32.11	47	15	57.26%

**Job titles included in the IT ANALYST II benchmark:**

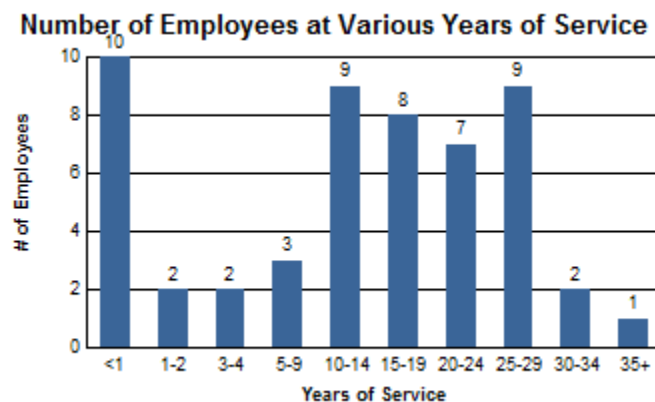
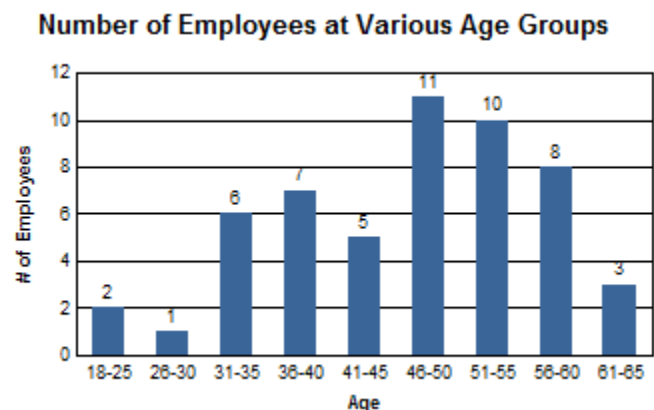
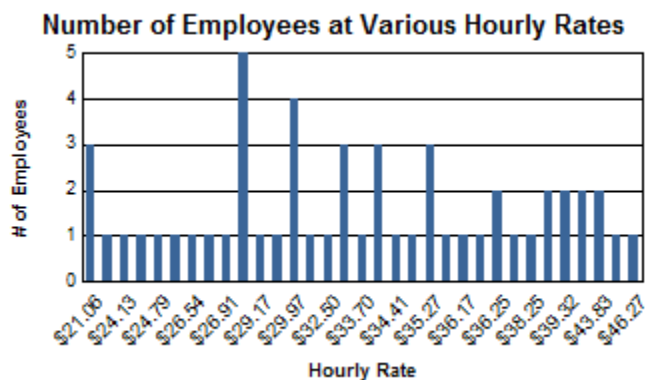
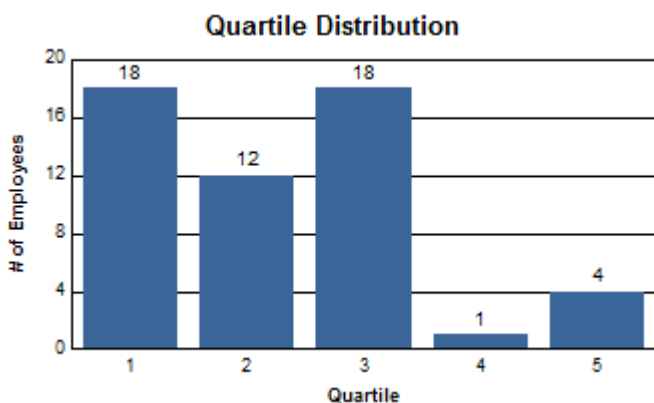
BUSINESS ANALYST
 BUSINESS ANALYST SUPERVISOR
 DATA PROCESSING SECURITY SPECIALIST I
 DATA PROCESSING SECURITY SPECIALIST II
 DEPUTY DIRECTOR - DEPT OF TECHNOLOGY SERVICES
 DIRECTOR OF STRATEGIC INITIATIVES, DCC
 DIVISION DIRECTOR, TECHNOLOGY SERVICES
 ELECTRONIC BUSINESS PROJECT MANAGER
 INFORMATION SECURITY ANALYST I
 INFORMATION SECURITY ANALYST II
 INFORMATION SECURITY ANALYST III
 INFORMATION SECURITY DIRECTOR
 INFORMATION TECHNOLOGY DIRECTOR
 INFORMATION TECHNOLOGY MANAGER I
 INFORMATION TECHNOLOGY MANAGER II
 INFORMATION TECHNOLOGY PROJECT MANAGER
 INFORMATION TECHNOLOGY SENIOR PROJECT MANAGER
 IT ANALYST I
 IT ANALYST II

IT ANALYST III
IT MASTER ENGINEER
SENIOR BUSINESS ANALYST
STATE IT CONSULTANT - APPOINTED
STATE TECHNICAL ARCHITECT - APPOINTED
STORAGE MANAGEMENT SPECIALIST I
STORAGE MANAGEMENT SPECIALIST II
WEB DEVELOPER I
WEB DEVELOPER II

Workforce Profile Information:

Currently there are **53** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the TELECOMMUNICATIONS SPECIALIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$32.69	\$32.52	47	15	56.60%



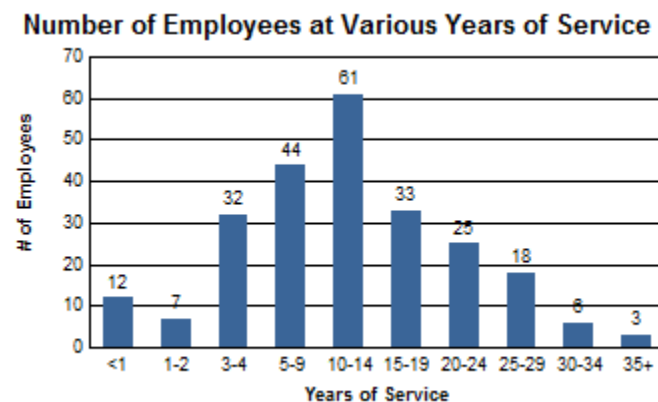
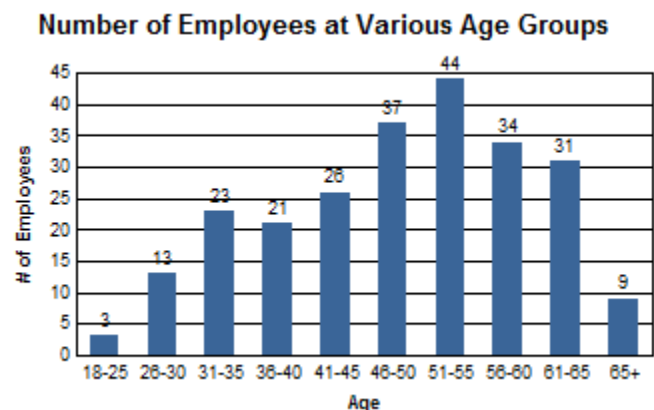
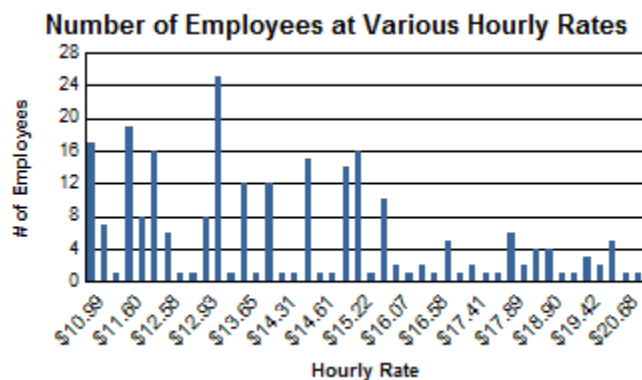
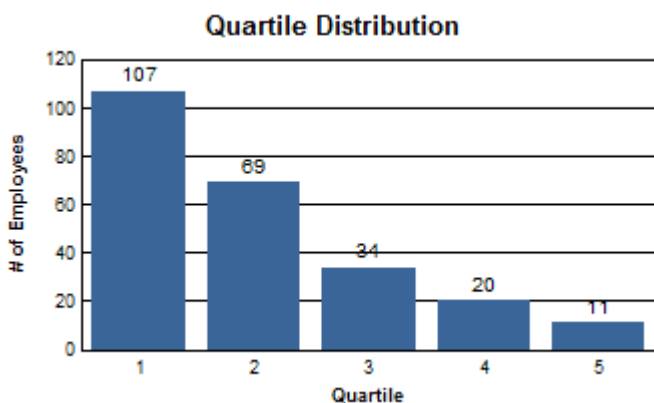
Job titles included in the TELECOMMUNICATIONS SPECIALIST II benchmark:

AGENCY VOICE SUPPORT SPECIALIST
 STATE VOICE SUPPORT SPECIALIST
 STRATEGIC NETWORK PLANNER
 TELECOMMUNICATIONS MANAGER
 TELECOMMUNICATIONS SPECIALIST I
 TELECOMMUNICATIONS SPECIALIST II
 TELECOMMUNICATIONS SPECIALIST III

Workforce Profile Information:

Currently there are **241** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ACCOUNTING TECHNICIAN II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.21	\$13.65	49	13	73.03%



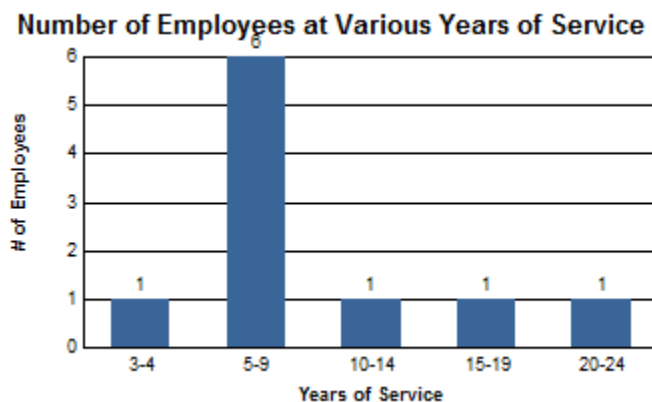
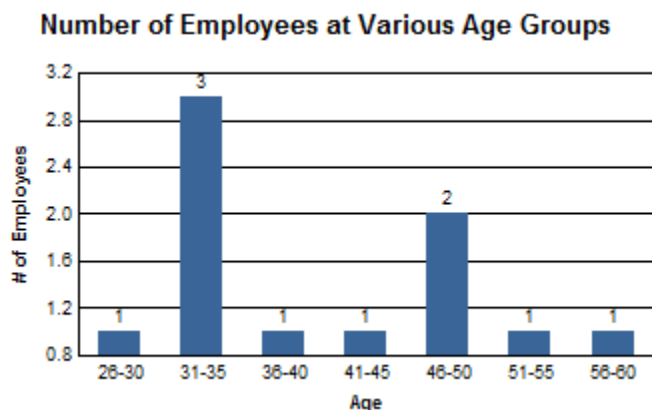
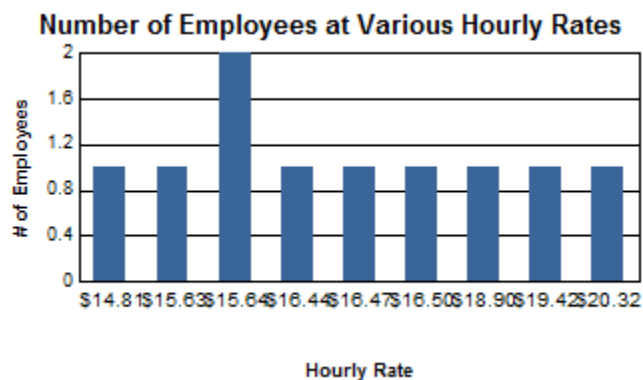
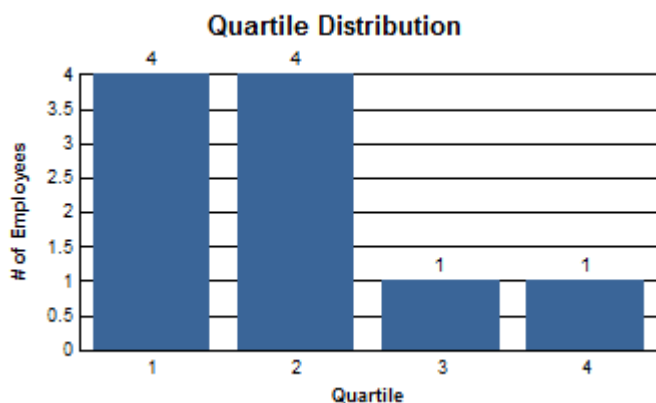
Job titles included in the ACCOUNTING TECHNICIAN II benchmark:

ACCOUNTING TECHNICIAN I
 ACCOUNTING TECHNICIAN II
 ACCOUNTING TECHNICIAN III
 ACCOUNTING TECHNICIAN IV
 CONTRACT TECHNICIAN
 UI EMPLOYER DIRECTORY SPECIALIST
 WILDLIFE LICENSING SPECIALIST

Workforce Profile Information:

Currently there are **10** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PAYROLL TECHNICIAN II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$16.98	\$16.46	41	9	80.00%



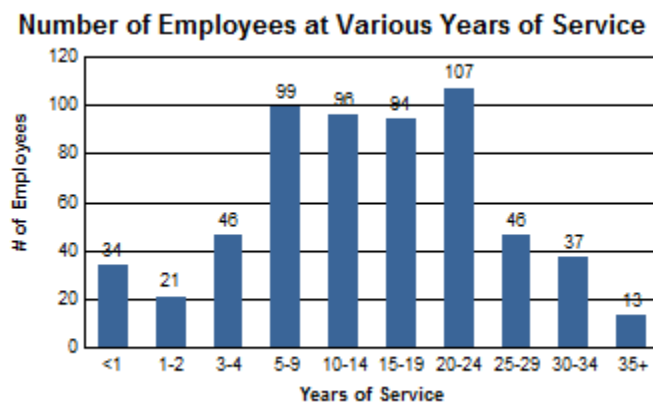
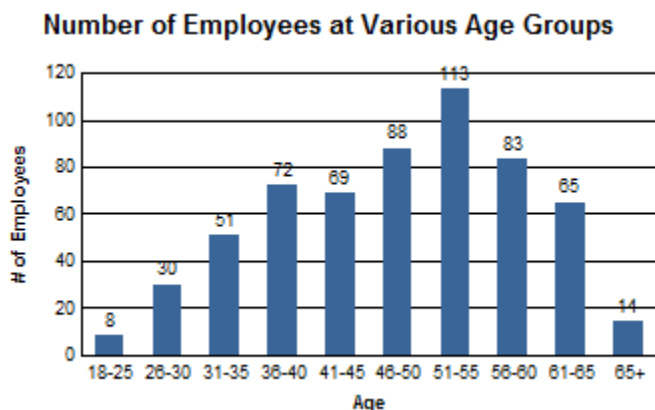
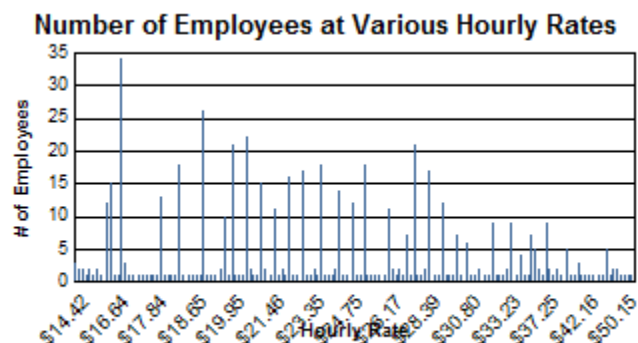
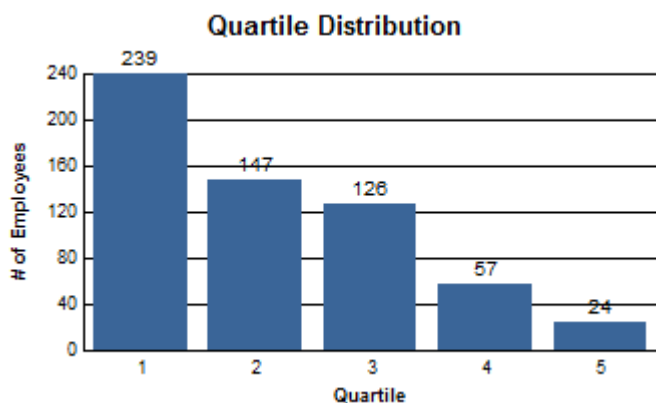
Job titles included in the PAYROLL TECHNICIAN II benchmark:

PAYROLL COORDINATOR
 PAYROLL SPECIALIST, STATE FINANCE
 PAYROLL TECHNICIAN I
 PAYROLL TECHNICIAN II
 PAYROLL TECHNICIAN, STATE FINANCE

Workforce Profile Information:

Currently there are **593** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FINANCIAL ANALYST III job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.60	\$22.85	48	15	65.09%



Job titles included in the FINANCIAL ANALYST III benchmark:

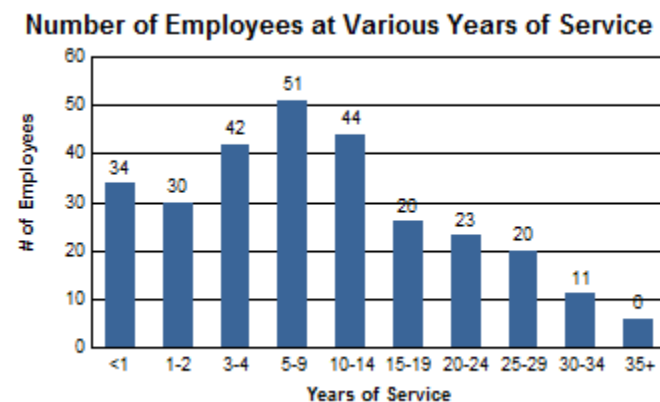
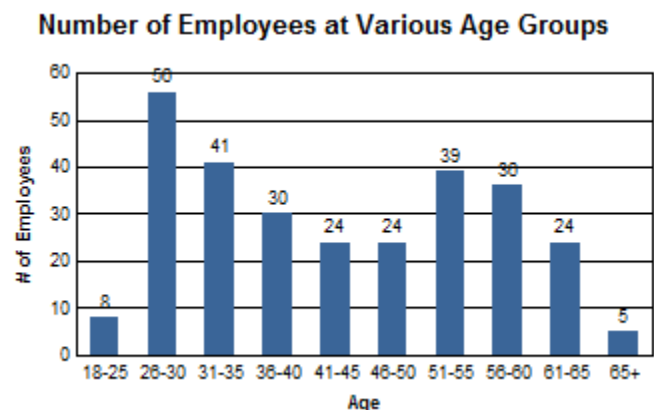
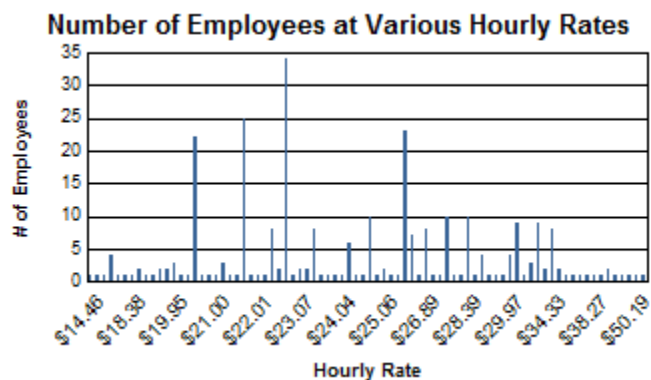
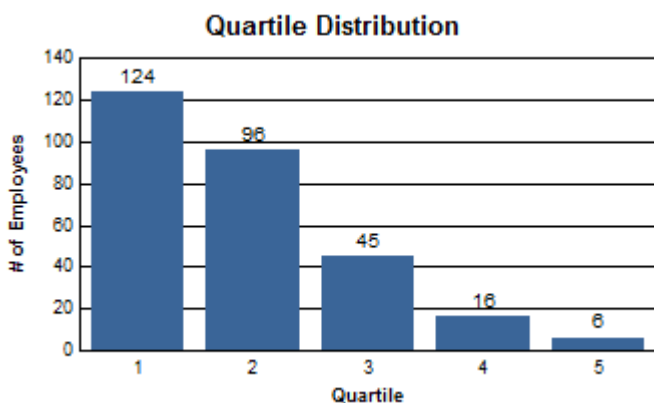
ACCOUNTANT, STATE FINANCE
 ACTUARIAL SPECIALIST
 ADMINISTRATIVE SERVICES MANAGER
 ADMINISTRATOR, OFFICE OF THE NAVAJO TRUST
 ADMINISTRATOR, PUBLIC SERVICE COMMISSION
 ASSISTANT DIRECTOR, DIVISION OF FINANCE
 ASSISTANT STATE COMPTROLLER
 ASST DIRECTOR, ADMINISTRATIVE OPERATIONS-UDOT
 BUDGET & PLANNING MANAGER, DHS
 CONTRACT/GRA NT ANALYST I
 CONTRACT/GRA NT ANALYST II
 CORRL PROGRAM COORDINATOR I
 CORRL PROGRAM COORDINATOR II
 DEPUTY DIRECTOR, CCJJ
 DEPUTY DIRECTOR, DEPARTMENT OF ADMIN SERVICE
 DEPUTY DIRECTOR, OFFICE OF PLANNING AND BUDGE
 DFCM CAPITAL BUDGET MANAGER
 DIRECTOR - OFFICE OF ADMINISTRATIVE SERVICES,
 DIRECTOR, ADMINISTRATIVE SUPPORT SERVICES

DIRECTOR, ADMINISTRATIVE SERVICES,CORRECTIONS
 DIRECTOR, AGENCY ADMINISTRATIVE SERVICES
 DIRECTOR, BUREAU OF CONTRACTS MANAGEMENT, D
 DIRECTOR, DIVISION OF FINANCE
 DIRECTOR, FISCAL OPERATIONS- DHS
 DIRECTOR, MANAGEMENT SERVICES,HS
 DIRECTOR, OFFICE OF STATE DEBT COLLECTION
 DIRECTOR, OFFICE OF SUPPORT SERVICES, DEQ
 DIRECTOR, PROGRAM FINANCING, DOT
 DIRECTOR, TAX REVENUE/DISTRIBUTION
 DIVISION ADMINISTRATIVE SERVICES DIRECTOR
 EQUIPMENT SYSTEMS SPECIALIST
 FINANCE DIRECTOR
 FINANCIAL ANALYST I
 FINANCIAL ANALYST II
 FINANCIAL ANALYST III
 FINANCIAL INFORMATION SYSTEMS SUPERVISOR
 FINANCIAL MANAGER I
 FINANCIAL MANAGER II
 FINANCIAL MANAGER, STATE TREASURER'S OFFICE
 INMATE PLACEMENT RATE ANALYST
 INSURANCE COMPLIANCE SPECIALIST
 INVESTMENT ANALYST
 LEAD INSURANCE COMPLIANCE SPECIALIST
 MANAGER, STATE FINANCIAL REPORTING
 MANAGER, STATE FINANCIAL TRANSACTIONS
 MEDICAID RATE SETTER
 PROGRAM COORDINATOR
 PROGRAM COORDINATOR, UDOT
 PROGRAM MANAGER- SURPLUS PROPERTY
 PROGRAM SUPPORT SPECIALIST, DCC
 PROGRAMS & FIELD OPERATIONS ADMINISTRATOR
 PROJECT MANAGEMENT SPECIALIST
 REAL ESTATE AND DEBT MANAGER
 ROADWAY OPERATIONS ANALYST
 STATE ACCOUNTANT
 STATE BUDGETARY COMPLIANCE ADMINISTRATOR
 STATE DEBT COLLECTOR SUPERVISOR
 STATE FINANCIAL INFORMATION SYSTEMS MANAGER
 STATE PAYROLL SUPERVISOR
 STATE RESOURCE MANAGER, NATIONAL GUARD
 SUPPORT SERVICES COORD I
 SUPPORT SERVICES COORD II
 SUPPORT SERVICES COORD III
 UNEMPLOYMENT INSURANCE SPECIALIST SUPERVISO
 WILDLIFE LICENSING COORDINATOR

Workforce Profile Information:

Currently there are **287** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the AUDITOR II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.44	\$24.13	43	11	76.66%



Job titles included in the AUDITOR II benchmark:

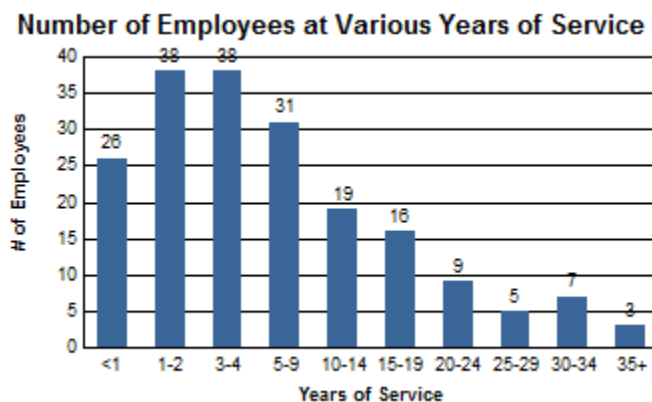
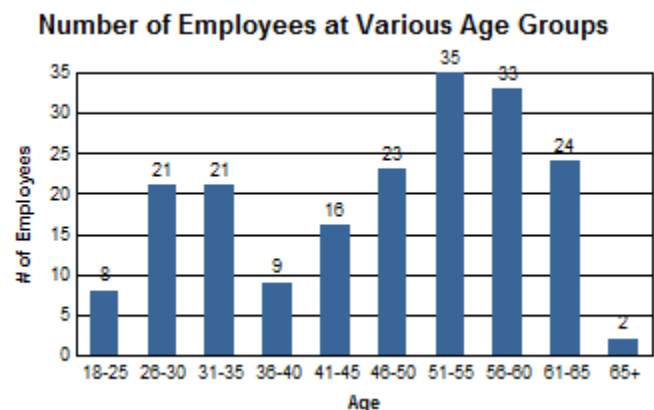
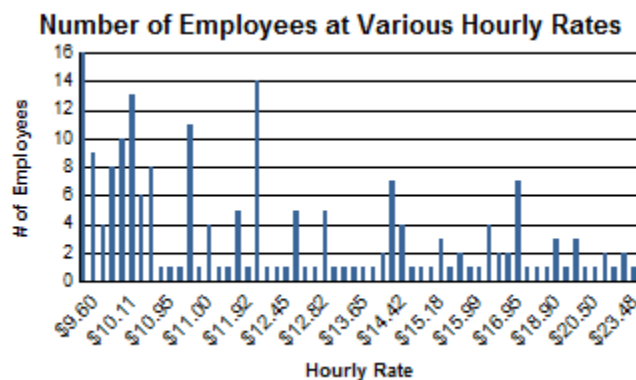
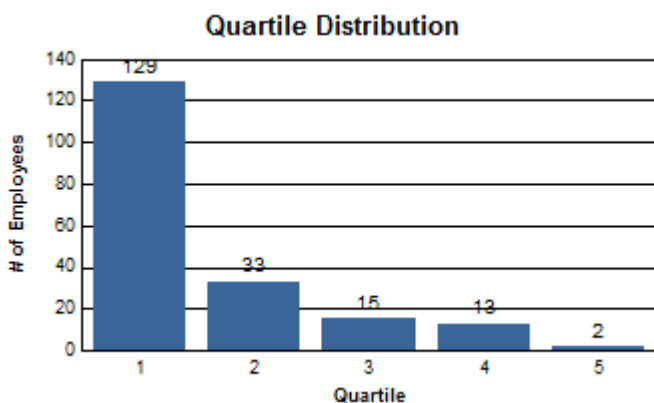
AGRICULTURE LOAN PROGRAM COORDINATOR
 AGRICULTURE LOAN SPECIALIST
 ASSISTANT CHIEF FINANCIAL EXAMINER
 AUDIT MANAGER
 AUDIT TECHNICIAN
 AUDITOR I
 AUDITOR II
 AUDITOR III
 AUDITOR IV
 CHIEF, FINANCIAL EXAMINER- INSURANCE
 COMMERCIAL REAL ESTATE SPECIALIST, DFCM
 DEPUTY DIRECTOR, UDOT RIGHT OF WAY
 DIR, RIGHT OF WAY AND PROP DEVELOPMENT - UDOT
 DIRECTOR, BUREAU OF AUDIT
 DIRECTOR, FISCAL AUDIT- UDOT
 DIRECTOR, INTERNAL AUDIT
 ELECTRONIC DATA PROCESSING AUDITOR
 FISCAL AUDIT DIRECTOR
 INVENTORY AUDITOR

LEAD INVENTORY AUDITOR
PERSONAL PROPERTY APPRAISAL MANAGER
PERSONAL PROPERTY APPRAISER
PLANNING & DEVELOPMENT PROJECT MGR, TRUST LA
REAL ESTATE AND DEBT MANAGER DFCM
REAL ESTATE SPECIALIST
RIGHT OF WAY AGENT I
RIGHT OF WAY AGENT II
RIGHT OF WAY AGENT III
SCHOOL FINANCE SPECIALIST
SECURITIES ANALYST
SECURITIES EXAMINER
SENIOR PERSONAL PROPERTY APPRAISER
STAFF AUDIT MANAGER
SYSTEM SPECIALIST
TAX APPRAISAL MANAGER
TAX APPRAISAL SPECIALIST I
TAX APPRAISAL SPECIALIST II
TAX APPRAISAL SPECIALIST III
UDOT CERTIFIED GENERAL APPRAISER

Workforce Profile Information:

Currently there are **192** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the RETAIL SALES CLERK I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$12.82	\$11.92	47	9	84.38%



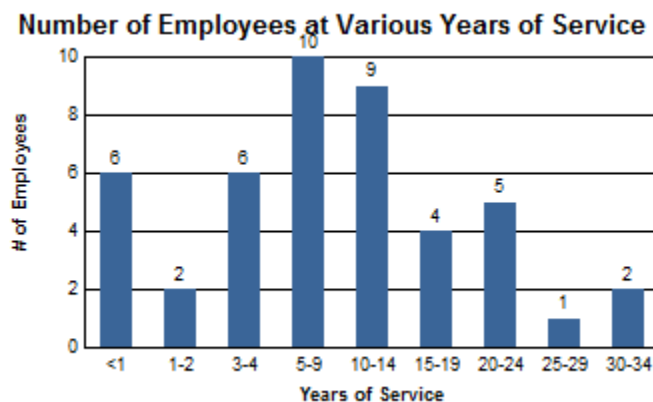
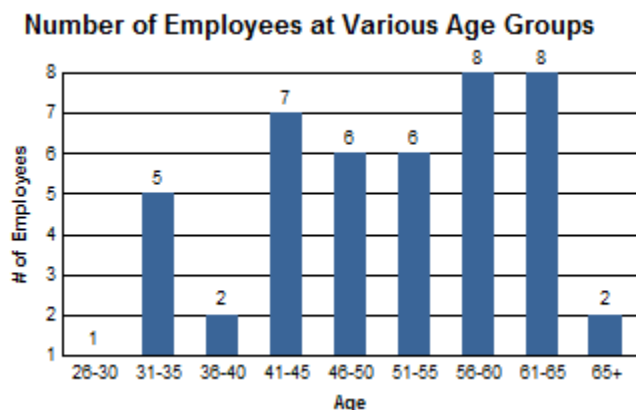
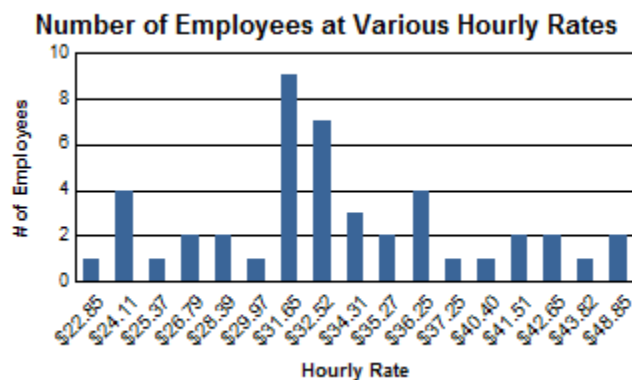
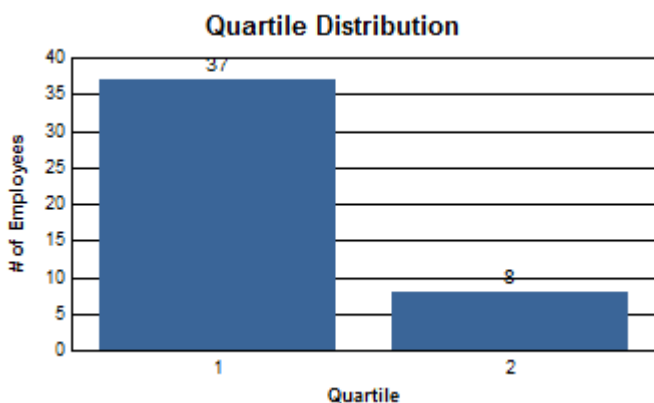
Job titles included in the RETAIL SALES CLERK I benchmark:

ASSISTANT STORE MANAGER I
 ASSISTANT STORE MANAGER II
 LIQUOR RETAIL STORE MANAGER I
 LIQUOR RETAIL STORE MANAGER II
 LIQUOR RETAIL STORE MANAGER III
 REGIONAL MANAGER, ABC STORES DIVISION
 RETAIL SALES CLERK I
 RETAIL SALES CLERK II
 RETAIL STORE MANAGER I
 UTAH STATE CAPITOL STORE MANAGER

Workforce Profile Information:

Currently there are **45** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FINANCIAL INSTITUTIONS EXAMINER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$33.41	\$32.52	50	11	100.00%



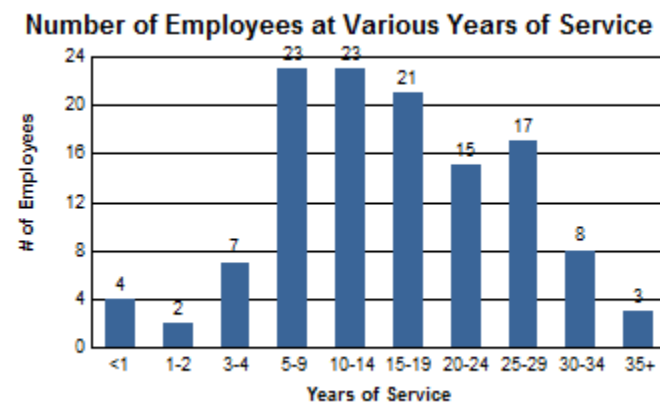
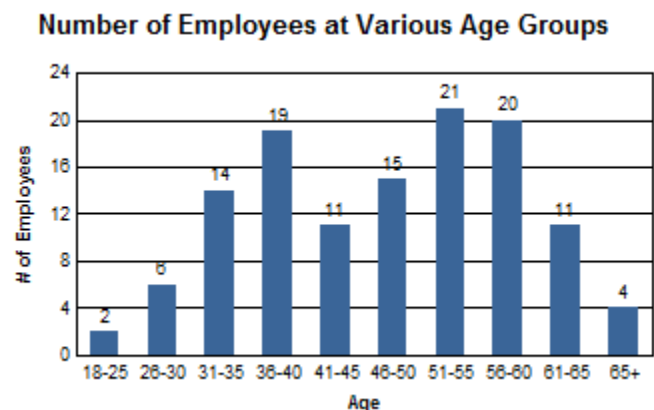
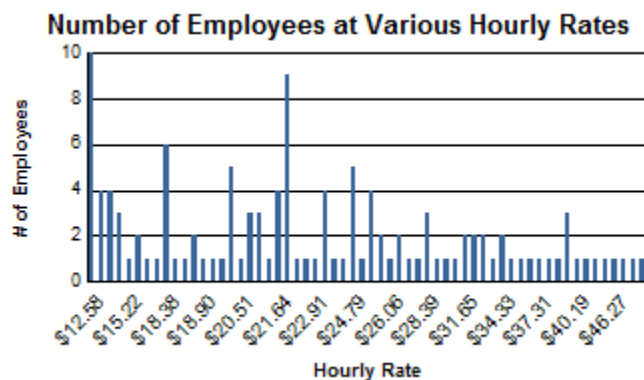
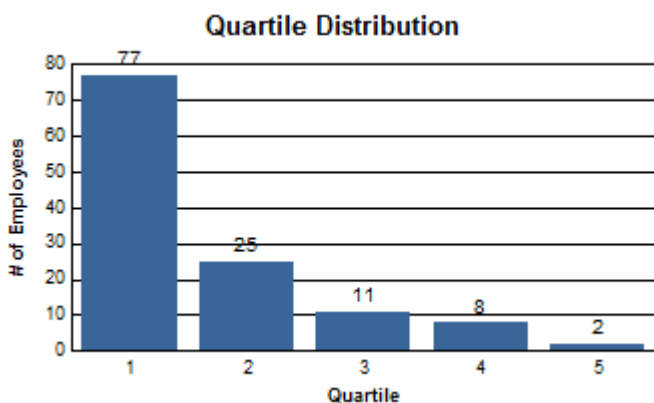
Job titles included in the FINANCIAL INSTITUTIONS EXAMINER II benchmark:

CHIEF EXAMINER, FINANCIAL INSTITUTIONS
 DEPUTY COMMISSIONER-FINANCIAL INSTITUTIONS
 FINANCIAL INSTITUTIONS EXAMINER I
 FINANCIAL INSTITUTIONS EXAMINER II
 FINANCIAL INSTITUTIONS EXAMINER III
 FINANCIAL INSTITUTIONS MANAGER
 FINANCIAL INSTITUTIONS SPECIALIST

Workforce Profile Information:

Currently there are **123** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the SENIOR HUMAN RESOURCES ANALYST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.21	\$22.24	47	16	82.93%



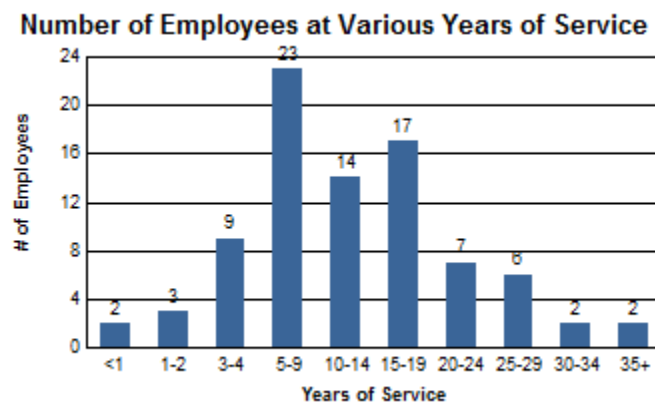
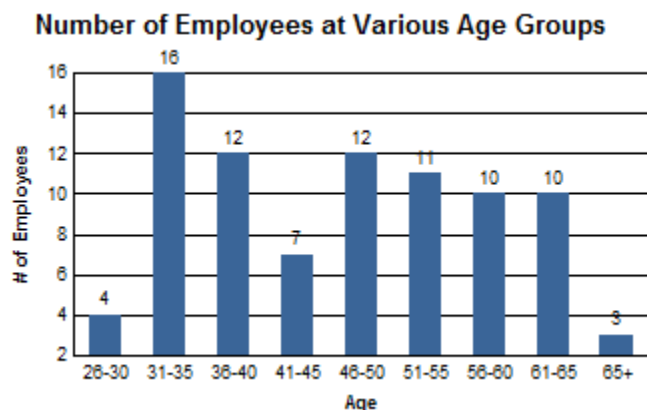
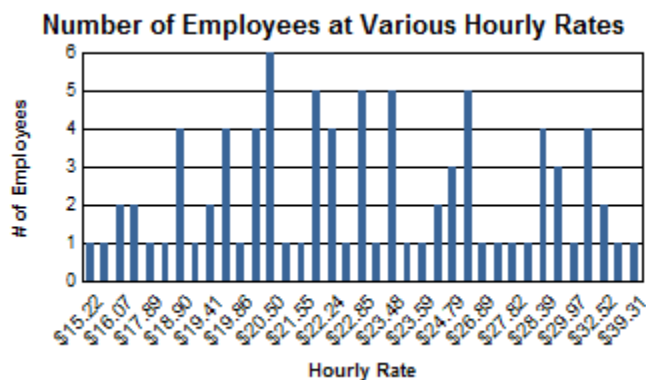
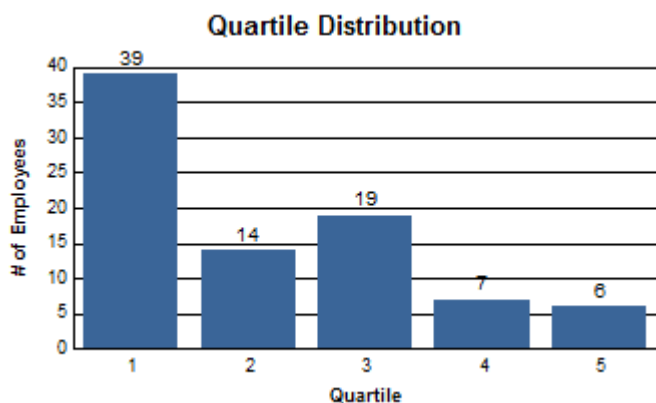
Job titles included in the SENIOR HUMAN RESOURCES ANALYST benchmark:

DEPUTY DIRECTOR, DHRM
 DIRECTOR, DIVISION OF HUMAN RESOURCE MGMT
 HUMAN RESOURCE ADMINISTRATIVE DIRECTOR
 HUMAN RESOURCE CONSULTANT
 HUMAN RESOURCE DIRECTOR
 HUMAN RESOURCE MANAGER I
 HUMAN RESOURCE MANAGER II
 HUMAN RESOURCES ANALYST
 HUMAN RESOURCES PROGRAM SUPERVISOR
 HUMAN RESOURCES SPECIALIST
 HUMAN RESOURCES TECHNICIAN
 LEAD HUMAN RESOURCES TECHNICIAN
 SENIOR HUMAN RESOURCES ANALYST

Workforce Profile Information:

Currently there are **85** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the TRAINER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$23.43	\$22.85	47	13	62.35%



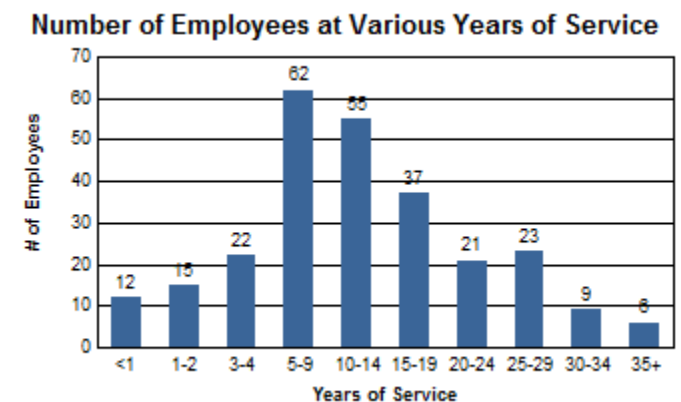
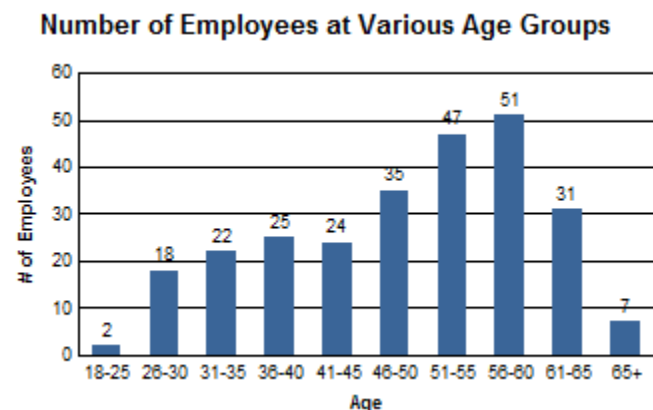
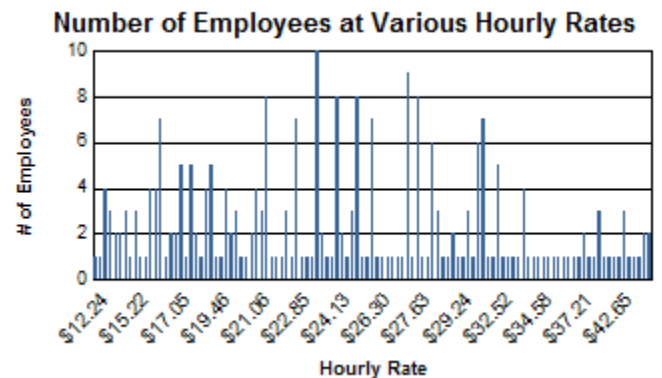
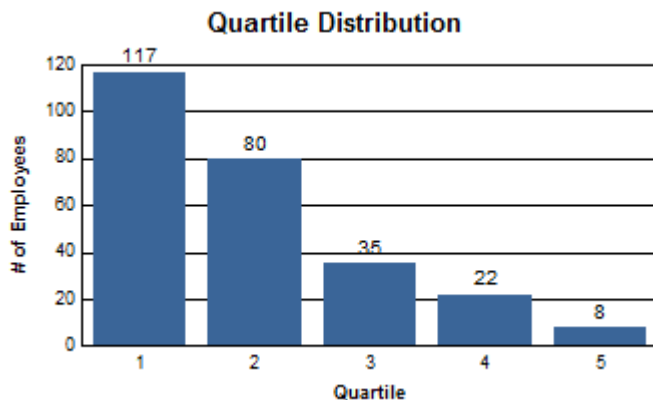
Job titles included in the TRAINER II benchmark:

INSTRUCTOR
 RESOURCE CENTER MANAGER, DHS
 TRAINER I
 TRAINER II
 TRAINER III
 TRAINING COORDINATOR I
 TRAINING COORDINATOR II
 TRAINING DIRECTOR - APPOINTED
 TRAINING MANAGER I
 TRAINING MANAGER II

Workforce Profile Information:

Currently there are **262** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the SENIOR RESEARCH ANALYST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.39	\$24.13	49	13	75.19%

**Job titles included in the SENIOR RESEARCH ANALYST benchmark:**

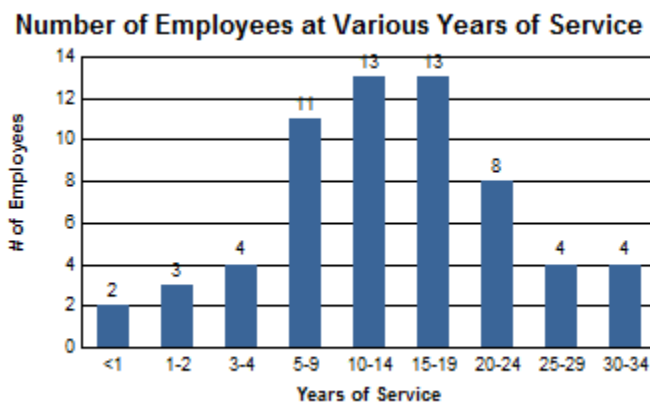
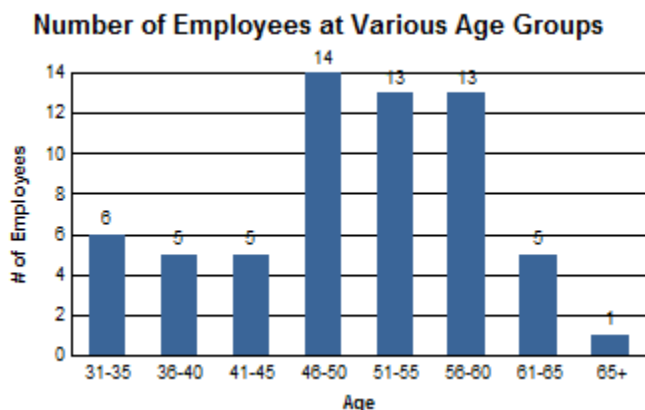
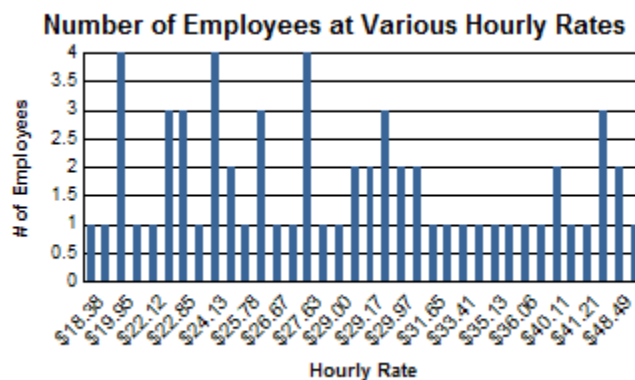
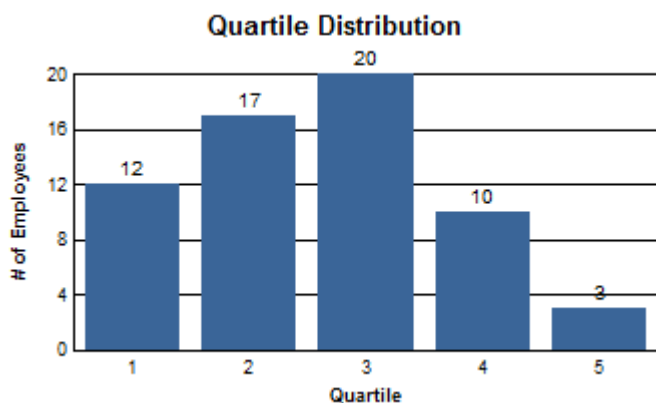
ACTUARY
 DEPUTY DIRECTOR DCC
 DEPUTY DIRECTOR, DNR
 DEPUTY PUBLIC LANDS POLICY COORDINATOR
 DIRECTOR, ETHNIC GROUP AFFAIRS
 DIRECTOR, RESEARCH AND DATA
 DIRECTOR,CENTER FOR HEALTH DATA
 DIVISION DIRECTOR, DCC
 ECONOMIST, DEPARTMENT OF WORKFORCE SERVICE
 ECONOMIST, PLANNING AND BUDGET - APPOINTED
 ENVIRONMENTAL PLANNING CONSULTANT
 EXECUTIVE STAFF DIRECTOR,PUBLIC SERVICE
 LEAD RESEARCH ASSISTANT
 LEGISLATIVE & PLANNING COORDINATOR
 POLICY ANALYST, PUBLIC LANDS POLICY COORD OFFI
 PROGRAM SPECIALIST I
 PROGRAM SPECIALIST II
 PROGRAM SPECIALIST III
 RESEARCH ANALYST

RESEARCH ASSISTANT I
RESEARCH ASSISTANT II
RESEARCH CONSULTANT I
RESEARCH CONSULTANT II
RESEARCH CONSULTANT III
SENIOR ECONOMIST, DEPARTMENT OF WORKFORCE S
SENIOR RESEARCH ANALYST
TAX ECONOMIST II
UTILITY ANALYST
UTILITY TECHNICAL CONSULTANT

Workforce Profile Information:

Currently there are **62** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FACILITIES COORDINATOR III job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$29.71	\$28.27	50	14	46.77%



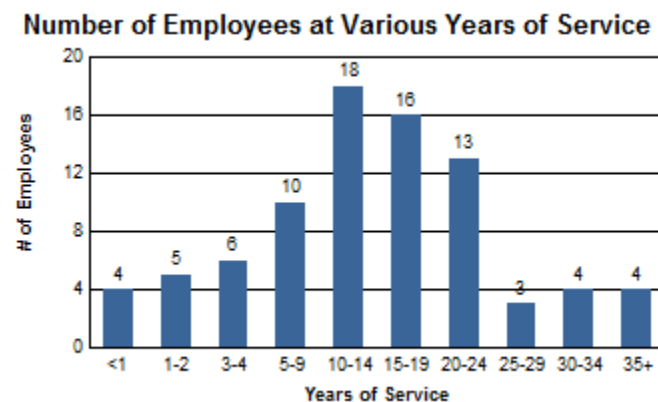
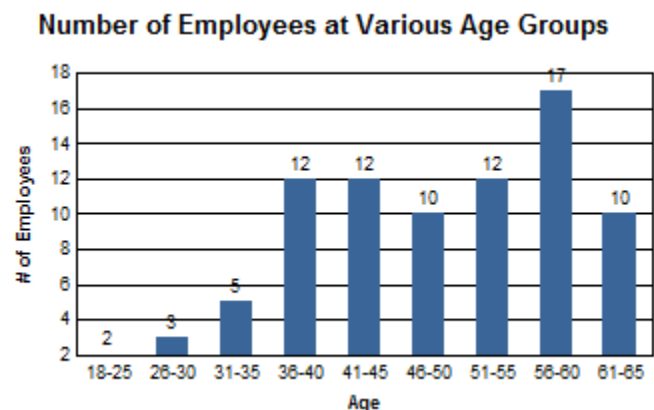
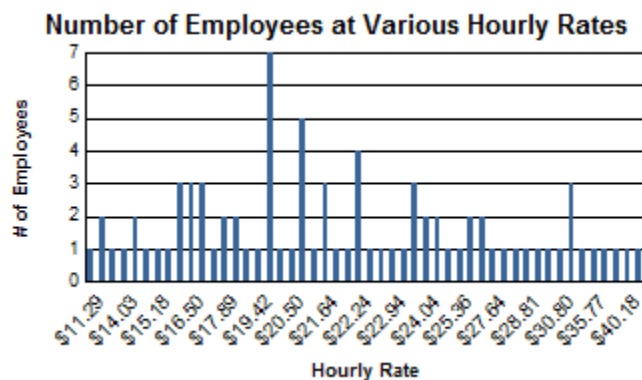
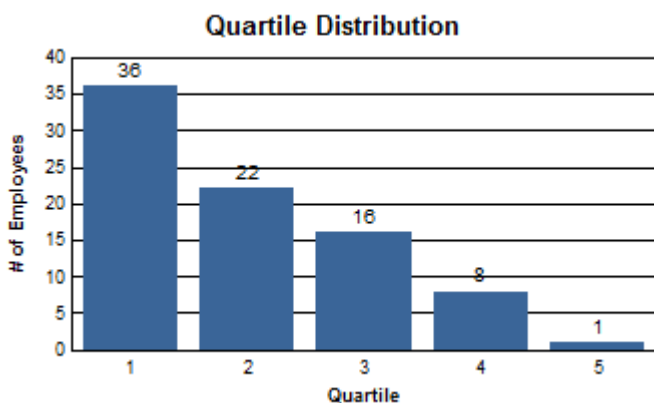
Job titles included in the FACILITIES COORDINATOR III benchmark:

DFCM ASSISTANT BUILDING CODE OFFICIAL
 DFCM PROGRAM DIRECTOR, CONSTRUCTION MGMT
 DFCM PROGRAM DIRECTOR, FACILITIES
 DIRECTOR, DFCM
 DIRECTOR, OFFICE OF EMPLOYEE SUPPORT
 FACILITIES COORDINATOR I
 FACILITIES COORDINATOR II
 FACILITIES COORDINATOR III
 FACILITIES MANAGER
 LEAD PROJECT MANAGER, DFCM

Workforce Profile Information:

Currently there are **83** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PURCHASING AGENT II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.61	\$21.64	48	15	69.88%



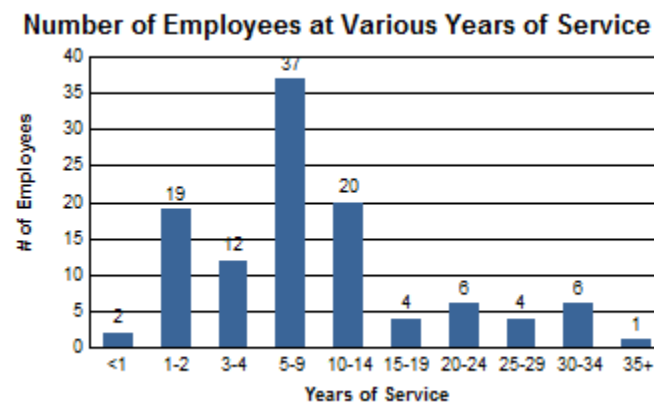
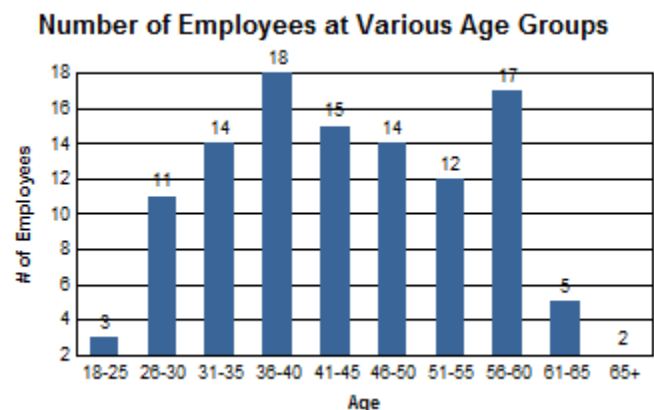
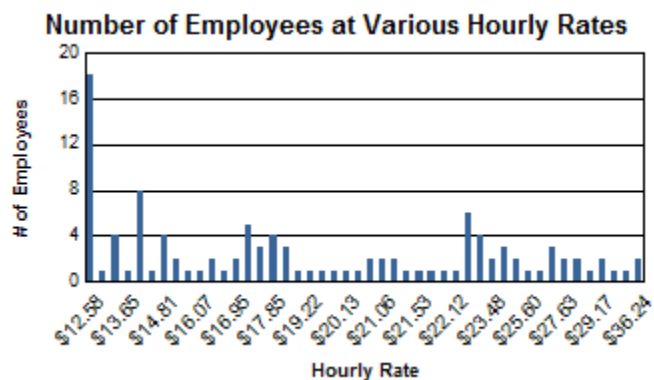
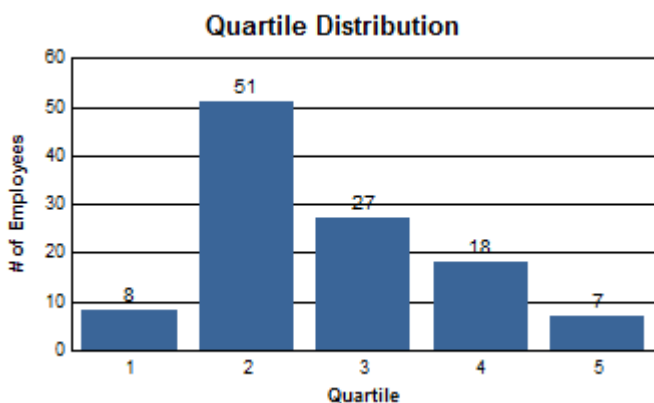
Job titles included in the PURCHASING AGENT II benchmark:

AGENCY TRAVEL/CONTRACTS COORDINATOR
 ASSISTANT DIRECTOR, DIVISION OF PURCHASING
 ASSISTANT DIRECTOR, GENERAL SERVICES
 CONTRACT COORDINATOR, DHS
 DIRECTOR, DIVISION OF PURCHASING
 MANAGER, CONTRACTS ESTIMATES/AGREEMENTS
 PLANS AND CONTRACTS TECHNICIAN. UDOT
 PURCHASING AGENT I
 PURCHASING AGENT II
 PURCHASING AGENT III
 PURCHASING COORDINATOR
 PURCHASING MANAGER
 PURCHASING TECHNICIAN I
 PURCHASING TECHNICIAN II
 STATE CONTRACT ANALYST, DAS

Workforce Profile Information:

Currently there are **111** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CLAIMS EXAMINER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$19.02	\$17.85	44	10	53.15%



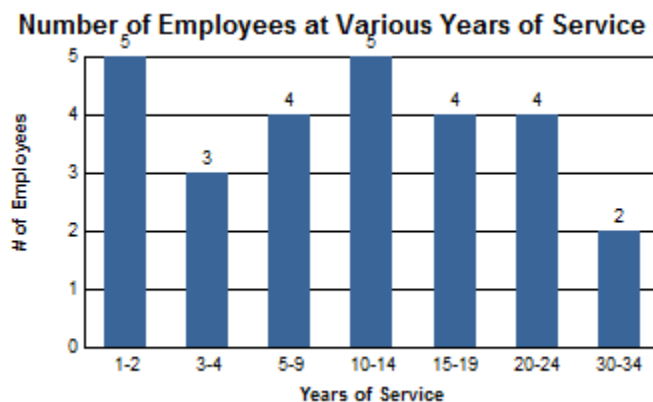
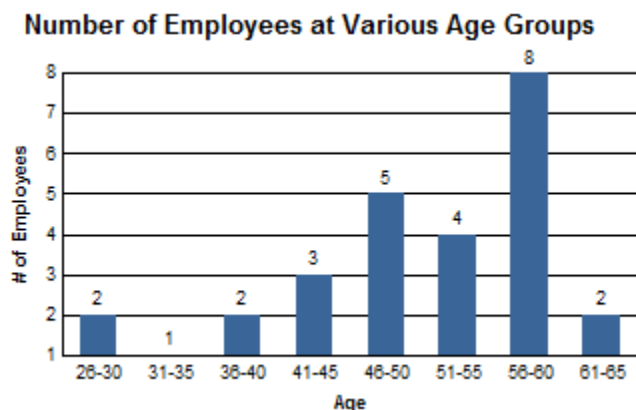
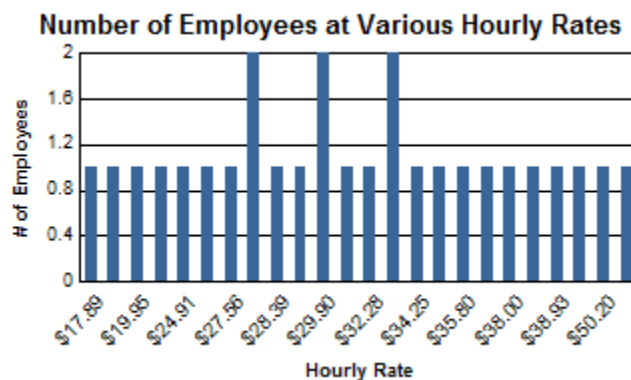
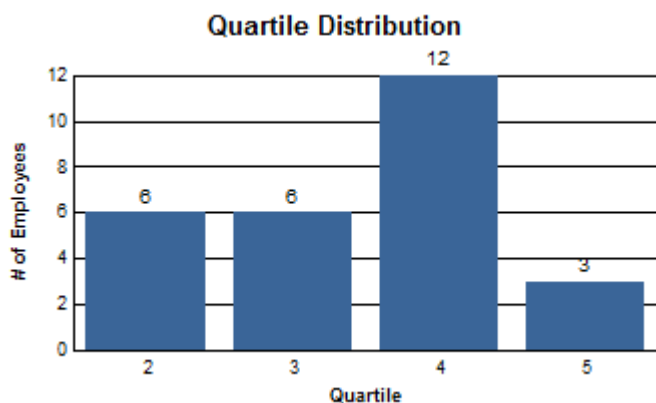
Job titles included in the CLAIMS EXAMINER II benchmark:

CLAIMS EXAMINER I
 CLAIMS EXAMINER II
 CLAIMS EXAMINER III
 CLAIMS SUPERVISOR
 CLAIMS TECHNICIAN
 DDS ASSISTANT ADMINISTRATOR
 DISABILITY CLAIMS SPECIALIST
 HEARING OFFICER, DISABILITY DETERMINATION SVC
 LEAD CLAIMS TECHNICIAN
 LIEN FUND CLAIMS EXAMINER
 MEDICAID MGMT INFORMATION SYSTEM SUPERVISOR
 MMIS MANAGER
 SPR/CPAS ANALYST

Workforce Profile Information:

Currently there are **27** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the RISK MANAGEMENT CLAIMS ADJUSTER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$32.10	\$31.42	50	13	22.22%



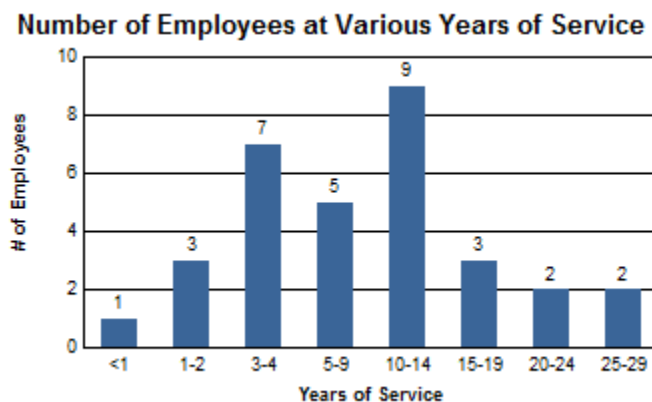
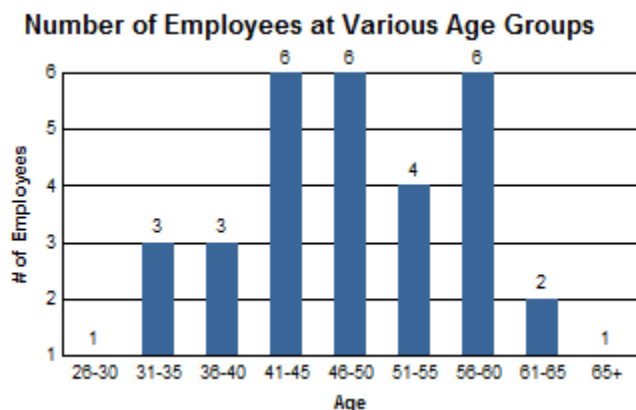
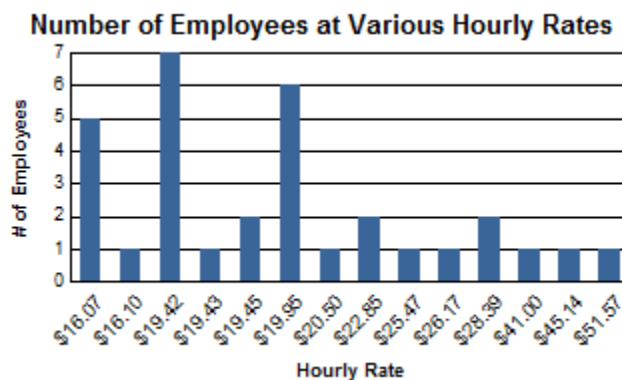
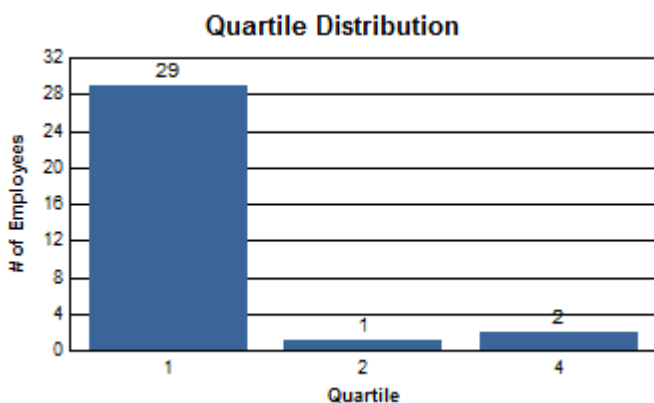
Job titles included in the RISK MANAGEMENT CLAIMS ADJUSTER II benchmark:

ASSISTANT DIRECTOR, RISK MANAGEMENT
 DIRECTOR, CRIME VICTIM REPARATION
 DIRECTOR, DIVISION OF RISK MANAGEMENT
 LIABILITY PREVENTION SPECIALIST
 RISK MANAGEMENT CLAIMS ADJUSTER I
 RISK MANAGEMENT CLAIMS ADJUSTER II
 RISK MANAGEMENT CLAIMS ADJUSTER III
 STATE LIABILITY PREVENTION SPECIALIST
 STATE RISK PROGRAM ADMINISTRATOR
 UDOT RISK PROGRAM MANAGER

Workforce Profile Information:

Currently there are **32** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the INSURANCE SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.59	\$19.70	48	10	93.75%



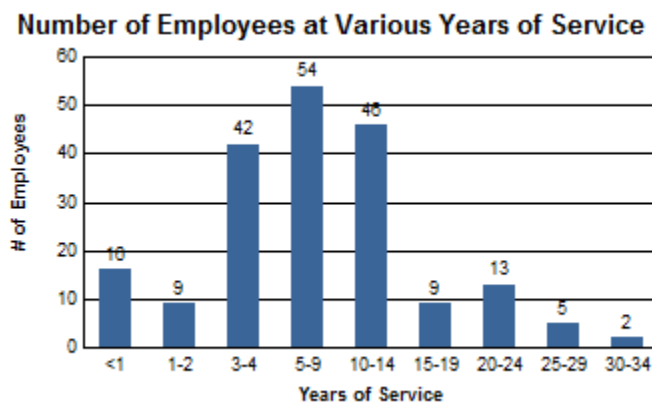
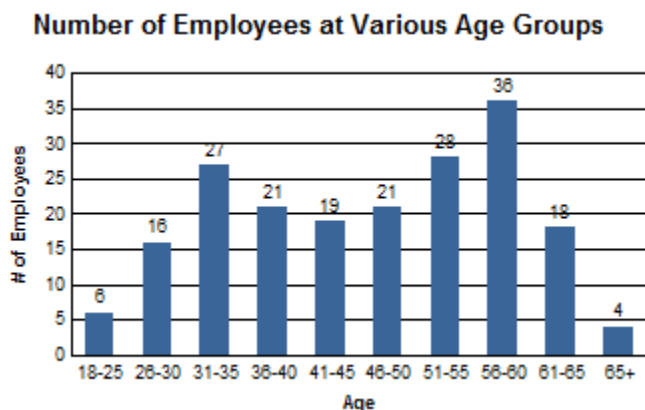
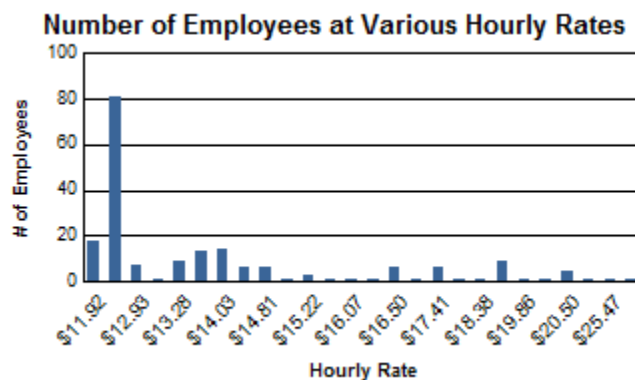
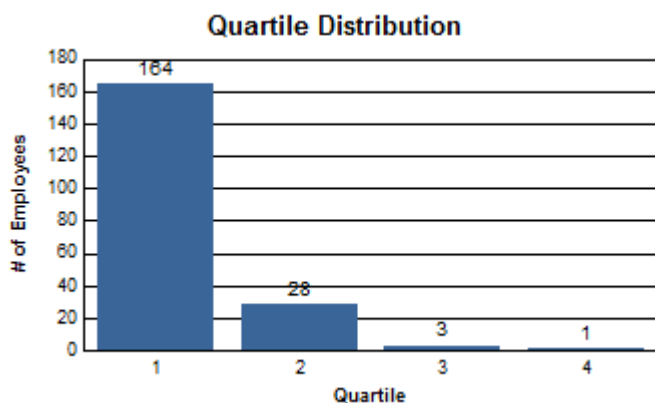
Job titles included in the INSURANCE SPECIALIST benchmark:

ASSISTANT COMMISSIONER-INSURANCE
 Assistant Division Director, Insurance
 DEP COMMISSIONER, INSURANCE
 DIVISION DIRECTOR INSURANCE, PRODUCER SERVICE
 DIVISION DIRECTOR PROPERTY & CASUALTY INSURAN
 DIVISION DIRECTOR, HEALTH INSURANCE
 DIVISION DIRECTOR, INSURANCE FRAUD
 DIVISION DIRECTOR, MARKET REGULATION
 INSURANCE ANALYST
 INSURANCE SPECIALIST
 MARKET CONDUCT EXAMINER I
 MARKET CONDUCT EXAMINER II - EXEMPT
 SENIOR INSURANCE ANALYST

Workforce Profile Information:

Currently there are **196** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the TAX/MOTOR VEHICLE TECHNICIAN II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.11	\$12.58	46	9	97.96%



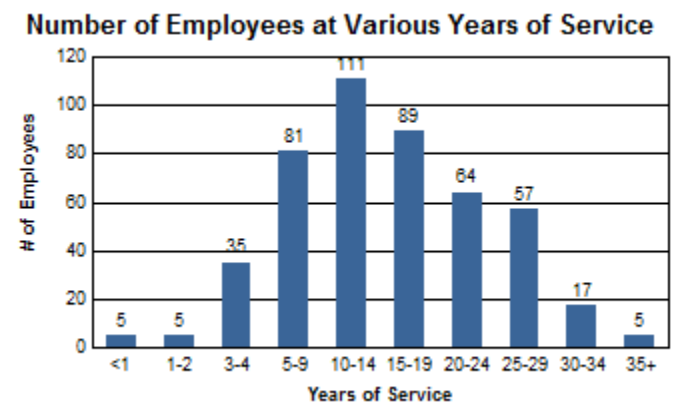
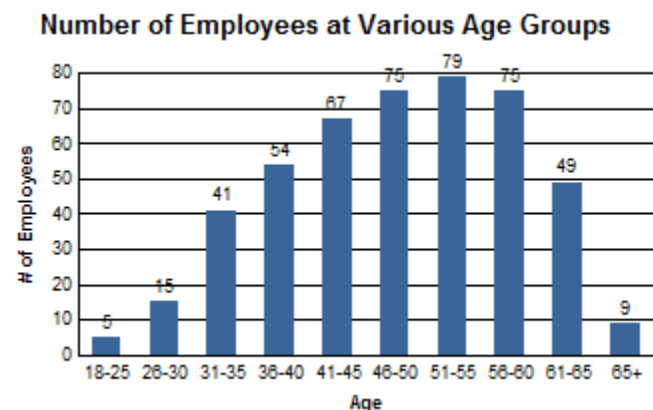
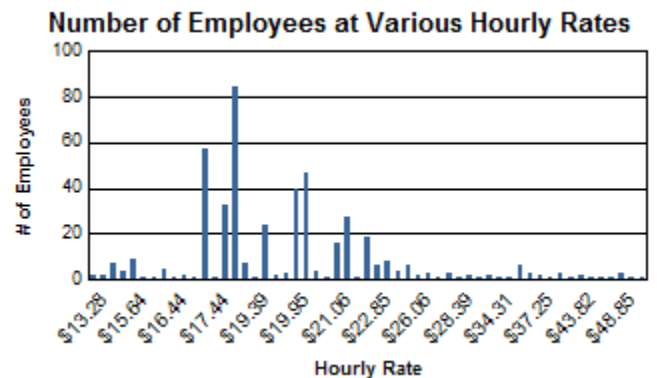
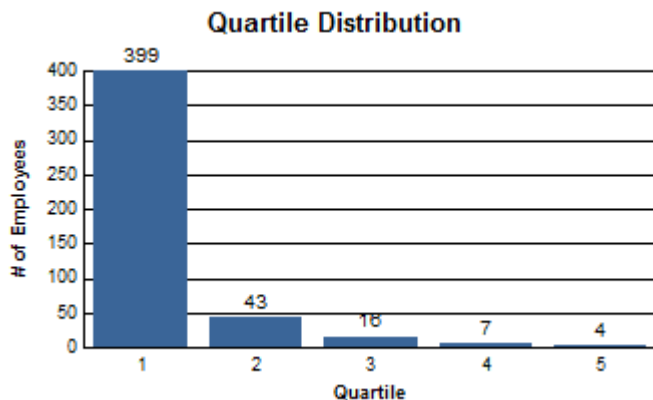
Job titles included in the TAX/MOTOR VEHICLE TECHNICIAN II benchmark:

BUSINESS SYSTEM SPECIALIST
 CERTIFIED VEHICLE INSPECTOR
 MOTOR VEHICLE APPEALS SPECIALIST
 MOTOR VEHICLE DELEGATED SERVICES SPECIALIST
 MOTOR VEHICLE QUALITY ASSURANCE ANALYST
 MOTOR VEHICLE SUPERVISOR I
 MOTOR VEHICLE SUPERVISOR II
 MOTOR VEHICLE SUPERVISOR III
 TAX/MOTOR VEHICLE SPECIALIST
 TAX/MOTOR VEHICLE TECHNICIAN I
 TAX/MOTOR VEHICLE TECHNICIAN II

Workforce Profile Information:

Currently there are **469** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the COMPLIANCE AGENT II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.79	\$19.42	48	16	94.24%



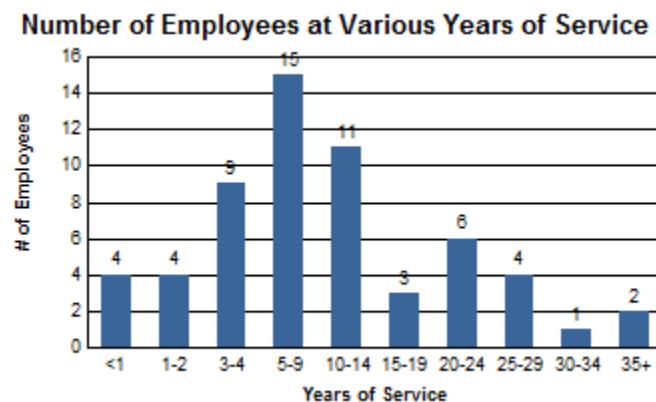
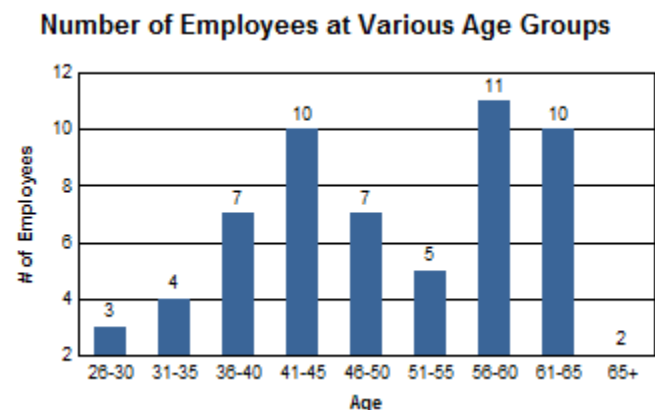
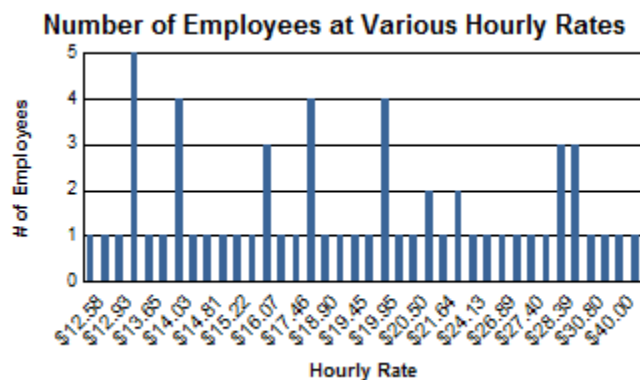
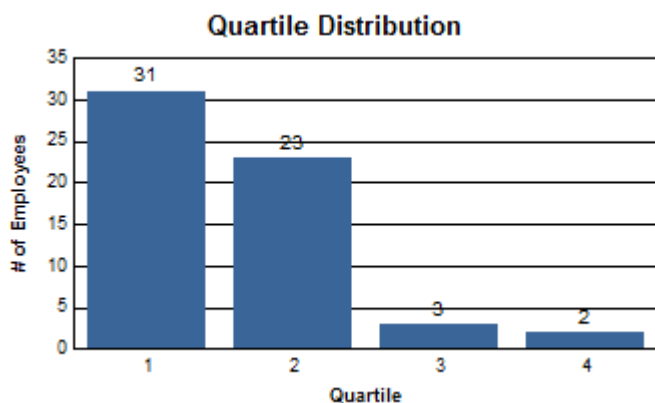
Job titles included in the COMPLIANCE AGENT II benchmark:

ALCOHOLIC BEVERAGE CONTROL SPECIALIST
 ASSISTANT TAX DIVISION DIRECTOR
 COLLECTION AGENT
 COLLECTION/COMPLIANCE SPECIALIST
 COLLECTION/COMPLIANCE SUPERVISOR
 COMPLIANCE AGENT I
 COMPLIANCE AGENT II
 COMPLIANCE AGENT III
 DEPUTY DIRECTOR, DABC
 DEPUTY EXECUTIVE DIRECTOR, TAX COMMISSION
 DEPUTY TAX DIVISION DIRECTOR
 DIVISION DIRECTOR, DABC
 DIVISION DIRECTOR, TAX-POST
 DIVISION DIRECTOR, TAX
 MANAGER FEDERAL/STATE TAX PROGRAMS
 PROBLEM RESOLUTION SPECIALIST I
 PROBLEM RESOLUTION SPECIALIST II
 PROBLEM RESOLUTION SUPERVISOR
 TAX COMPLIANCE MANAGER

Workforce Profile Information:

Currently there are **59** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the LIBRARIAN I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.41	\$19.42	49	11	91.53%

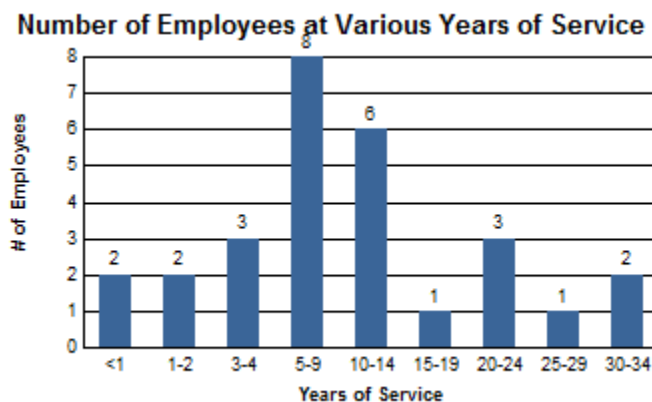
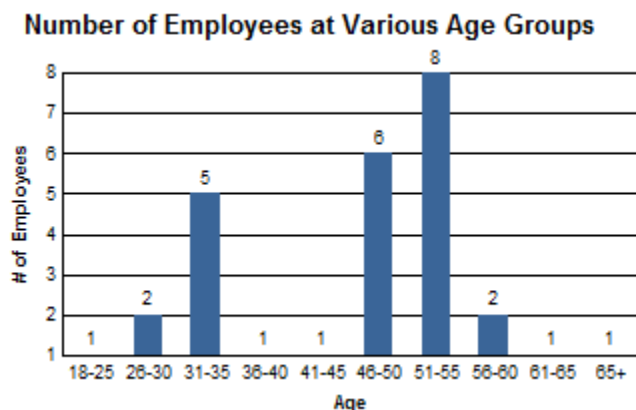
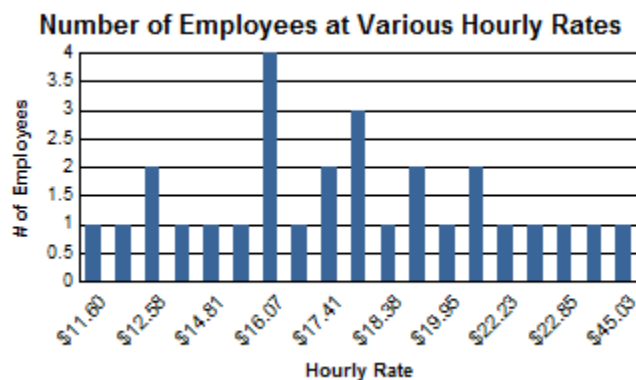
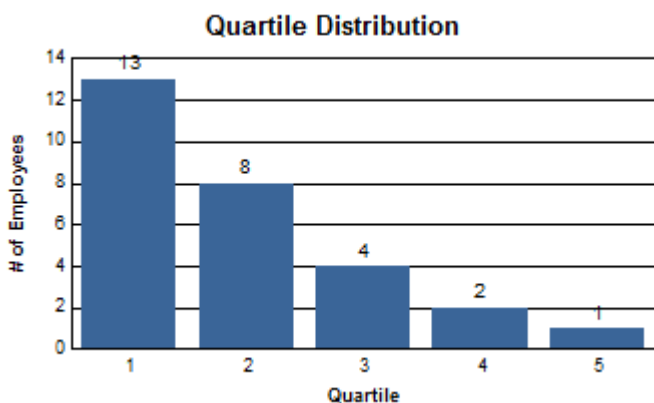
**Job titles included in the LIBRARIAN I benchmark:**

ASSISTANT DIRECTOR, STATE LIBRARY
 LIBRARIAN I
 LIBRARIAN II
 LIBRARIAN III
 LIBRARY INFORMATION SERVICES SPECIALIST
 LIBRARY PROGRAM MANAGER
 LIBRARY TECHNICIAN I
 LIBRARY TECHNICIAN II
 LIBRARY TECHNICIAN III

Workforce Profile Information:

Currently there are **28** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ARCHIVIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.44	\$17.65	46	11	75.00%



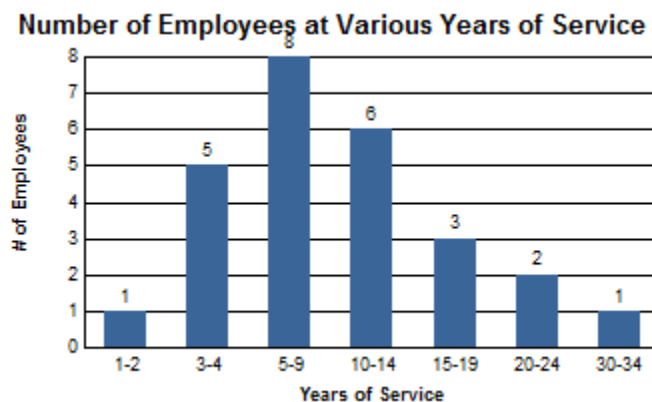
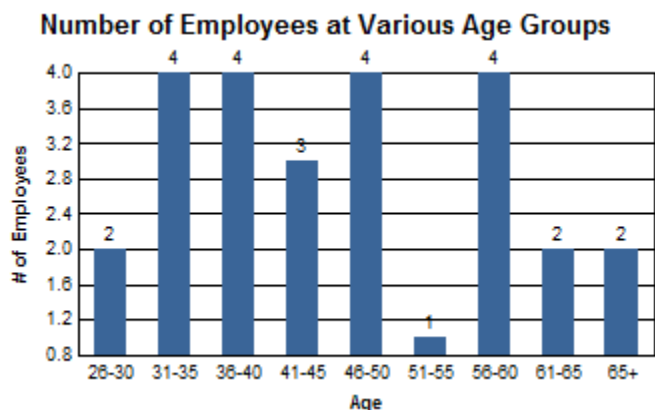
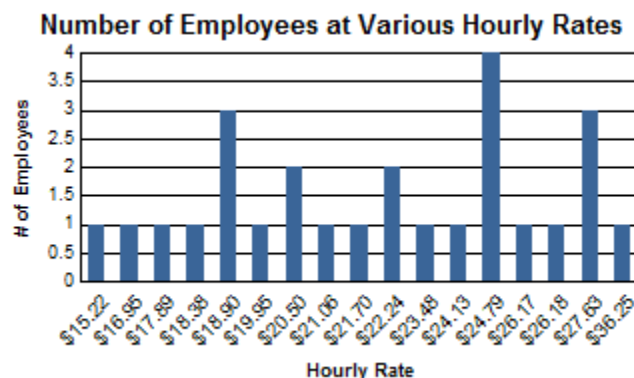
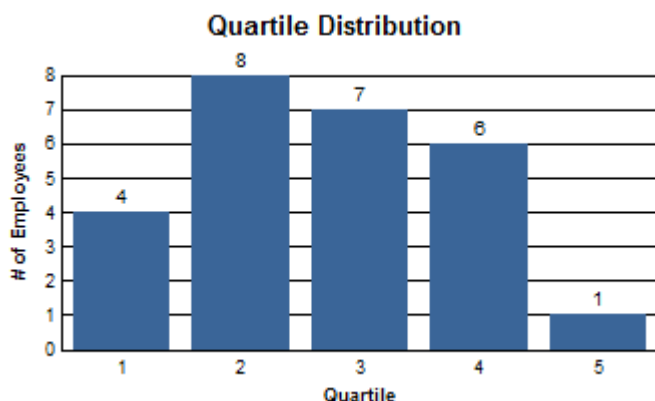
Job titles included in the ARCHIVIST II benchmark:

ARCHAEOLOGICAL ASSISTANT
 ARCHIVAL TECHNICIAN
 ARCHIVIST I
 ARCHIVIST II
 DIRECTOR, DIVISION OF ARCHIVES/RECORDS
 RECORDS MANAGER/ARCHIVIST III

Workforce Profile Information:

Currently there are **26** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the MUSEUM/HISTORICAL COLLECTIONS CURATOR job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.75	\$22.24	47	11	46.15%

**Job titles included in the MUSEUM/HISTORICAL COLLECTIONS CURATOR benchmark:**

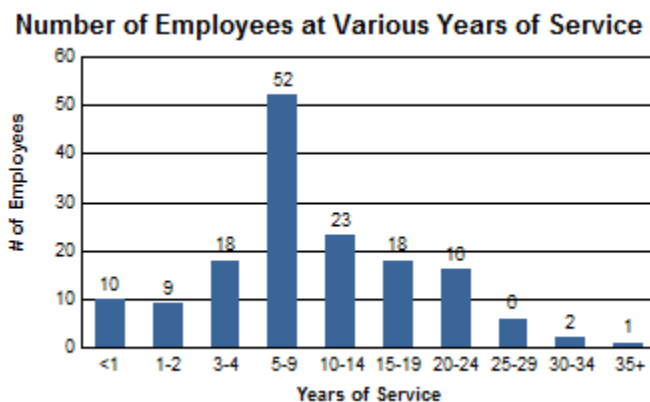
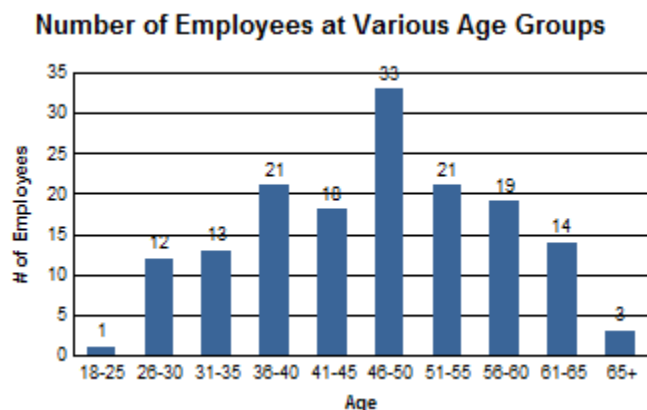
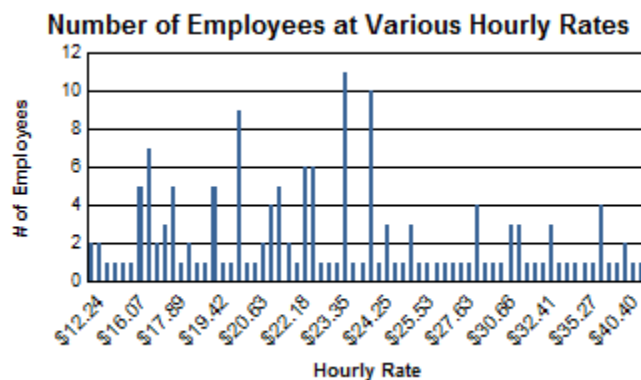
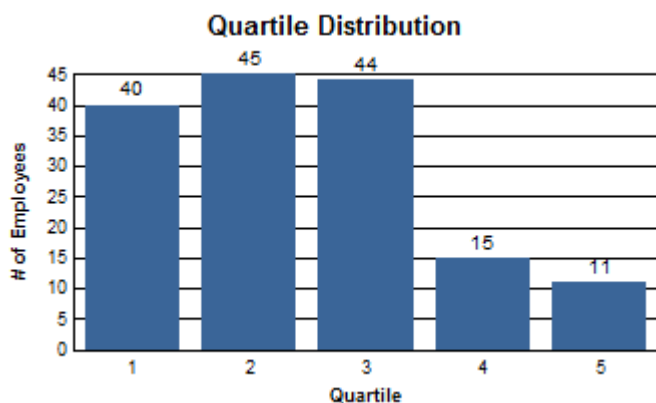
ARCHAEOLOGIST
 ARTS PROGRAM ASSISTANT
 ARTS PROGRAM REPRESENTATIVE I
 ARTS PROGRAM REPRESENTATIVE II
 ARTS PROGRAM SPECIALIST
 ASSISTANT DIRECTOR, DIVISION OF FINE ARTS
 CAPITOL CURATOR & REGISTRAR
 COORDINATOR, HISTORIC PROGRAM COORDINATOR
 CULTURAL RESOURCES COORDINATOR
 DIRECTOR, OFFICE MUSEUM SERVICES
 FIELD SERVICES COORDINATOR - STATE HISTORY
 HISTORIAN
 HISTORIC COLLECTIONS COORDINATOR
 IN-SITU COORDINATOR, STATE HISTORY
 MILITARY MUSEUM MANAGER, NATIONAL GUARD
 MILITARY SPECIALIST, NATIONAL GUARD
 MUSEUM/HISTORICAL COLLECTIONS CURATOR
 OUTREACH PROGRAMS SPECIALIST
 PARK NATURALIST I

PARK NATURALIST II
PRESERVATION SPECIALIST
SENIOR PRESERVATION PROGRAM SPECIALIST
STATE HISTORY PRESERVATION MANAGER
STATE HISTORY PUBLIC PROGRAM COORDINATOR
UTAH MAIN STREET PROGRAM COORDINATOR

Workforce Profile Information:

Currently there are **155** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PUBLIC INFORMATION OFFICER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$23.89	\$22.85	47	11	54.84%



Job titles included in the PUBLIC INFORMATION OFFICER II benchmark:

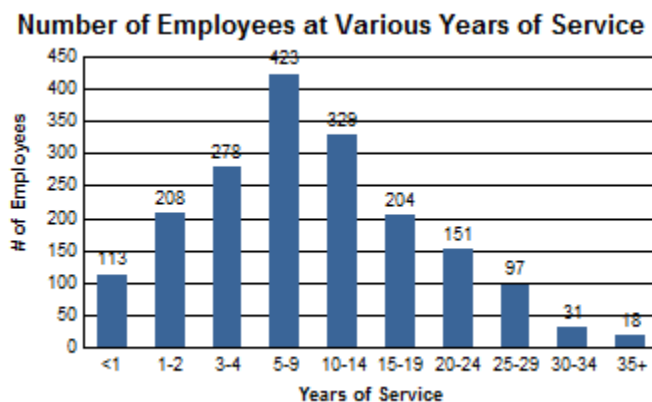
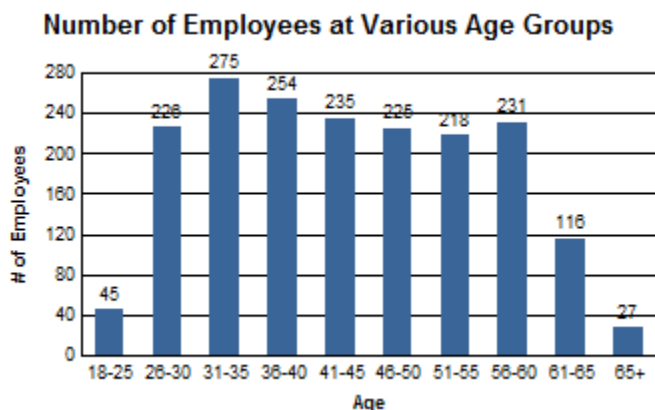
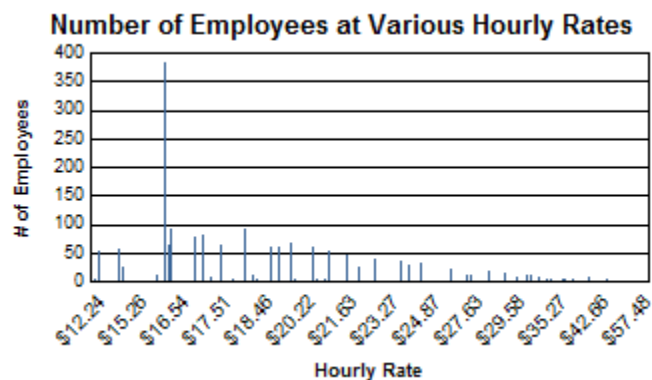
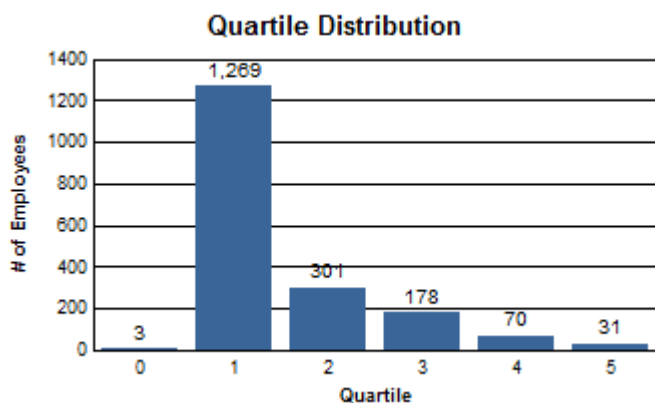
ALTERNATIVE DISPUTE RESOLUTION COORDINATOR
 ALTERNATIVE DISPUTE RESOLUTION SPECIALIST
 CHAPLAIN
 DIR, AGRICULTURE MARKETING
 DIRECTOR LEGISLATIVE & GOVERNMENT AFFAIRS
 DIRECTOR, OFFICE OF PLANNING & PUBLIC AFFAIRS, D
 DIRECTOR, PUBLIC AFFAIRS
 GRAPHICS ARTS SPECIALIST I
 GRAPHICS ARTS SPECIALIST II
 GRAPHICS ARTS SUPERVISOR
 INFORMATION SPECIALIST I
 INFORMATION SPECIALIST II
 INFORMATION SPECIALIST III
 INFORMATION SPECIALIST IV
 INFORMATION TECHNICIAN
 INSTRUCTIONAL MATERIALS/MEDIA SPECIALIST
 LANGUAGE SUPPORT SPECIALIST, NG
 LEAD LANGUAGE SUPPORT SPECIALIST, NG
 LEAD PARK RANGER AIDE

MARKETING SPECIALIST
MEDIA PRODUCTION SPECIALIST
PARK RANGER AIDE
PROGRAM COORDINATOR, NG
PROGRAM MANAGER
PUBLIC INFORMATION OFFICER I
PUBLIC INFORMATION OFFICER II
PUBLICATIONS/CODE EDITOR
RADIO PROGRAM MANAGER
RADIO PROGRAM SPECIALIST
TECHNICAL WRITER
TRAVEL DEVELOPMENT PROGRAM SPECIALIST
VICTIM COORDINATOR I
VICTIM COORDINATOR II
VICTIM COORDINATOR III
VOLUNTEER SERVICES COORDINATOR I
VOLUNTEER SERVICES COORDINATOR II
VOLUNTEER SERVICES COORDINATOR III

Workforce Profile Information:

Currently there are **1,852** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the REHABILITATION COUNSELOR II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$19.85	\$17.89	44	11	84.77%

**Job titles included in the REHABILITATION COUNSELOR II benchmark:**

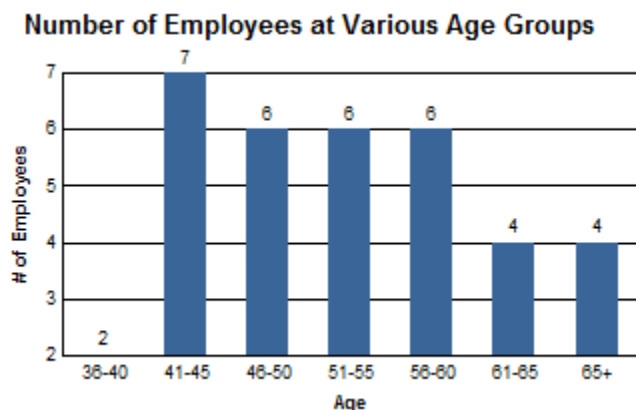
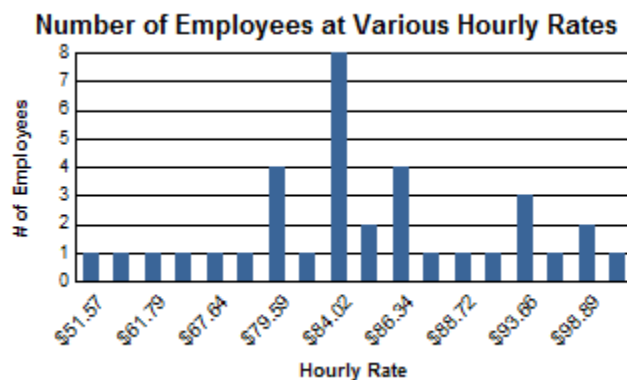
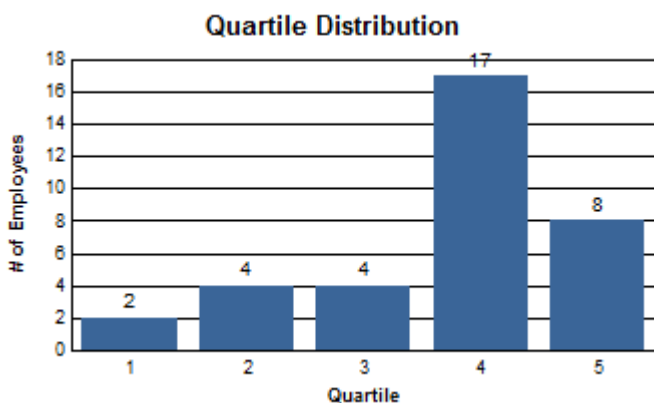
ADMINISTRATIVE LAW JUDGE - NON JURIS
 ASSISTANT DIRECTOR, DWS
 ASSOCIATE DIRECTOR-DWS
 DEAF MENTOR, USDB
 DEPUTY DIRECTOR - DWS
 DIRECTOR QUALITY AND PROCESS
 DIRECTOR, GOV'S COMMITTEE FOR EMPLMNT PEOPLE
 DIRECTOR, OFFICE OF CHILD CARE
 DIVISION DIRECTOR - DWS
 DWS MANAGER I
 DWS MANAGER II
 DWS MANAGER III
 EMPLOYMENT SPECIALIST
 LEAD WORKFORCE SERVICES SPECIALIST
 PROGRAM MANAGER, DWS
 PROGRAM SPECIALIST - DWS
 QUALITY CONTROL DATA ANALYST, DWS
 REGIONAL DIRECTOR - DWS
 REHAB SUPERVISOR/PROGRAM SPECIALIST

REHABILITATION COUNSELOR I
REHABILITATION COUNSELOR II
REHABILITATION COUNSELOR TRAINEE
REHABILITATION DIVISION DIRECTOR
REHABILITATION PROGRAM ADMINISTRATOR
REHABILITATION PROGRAM SPECIALIST
REHABILITATION SPECIALIST
REHABILITATION TECHNICIAN
SENSORY IMPAIRMENT SPECIALIST I
SENSORY IMPAIRMENT SPECIALIST II
SENSORY IMPAIRMENT TRAINEE
TELECOMMUNICATIONS RELAY SERVICES SPECIALIST
UI CLAIMS ADJUDICATION MANAGER
VOCATIONAL REHABILITATION COORDINATOR
WORKFORCE SERVICES SPECIALIST I
WORKFORCE SERVICES SPECIALIST II
WORKFORCE SERVICES SUPERVISOR

Workforce Profile Information:

Currently there are **35** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the MEDICAL DOCTOR job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$83.56	\$84.02	54	9	17.14%



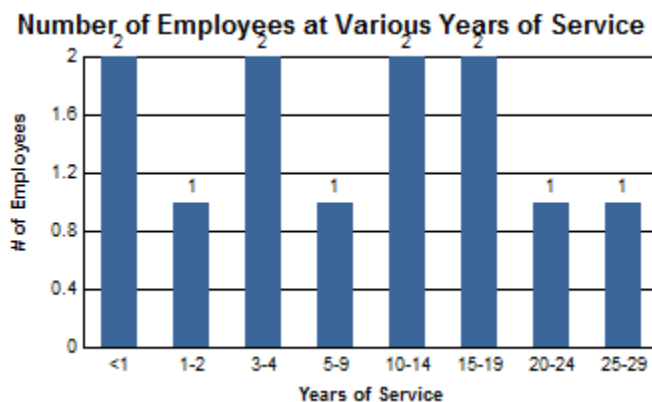
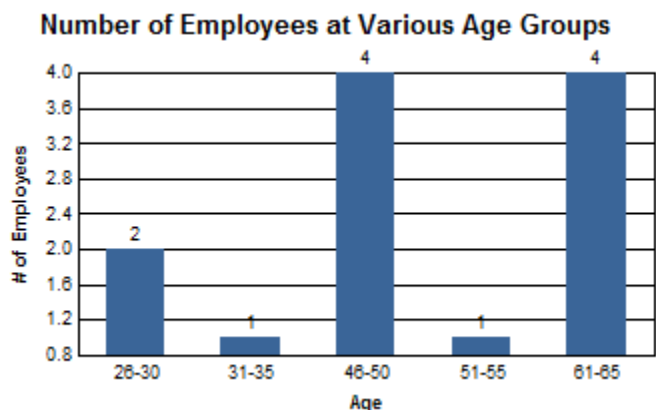
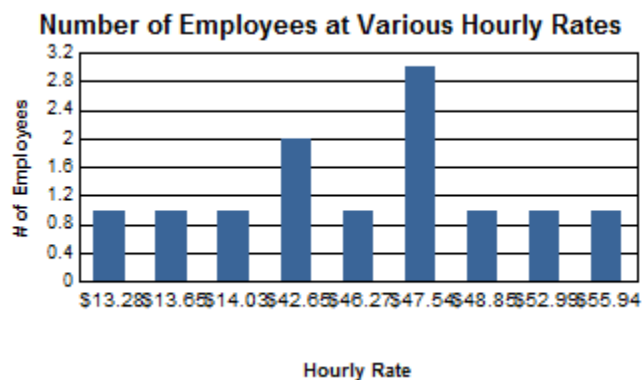
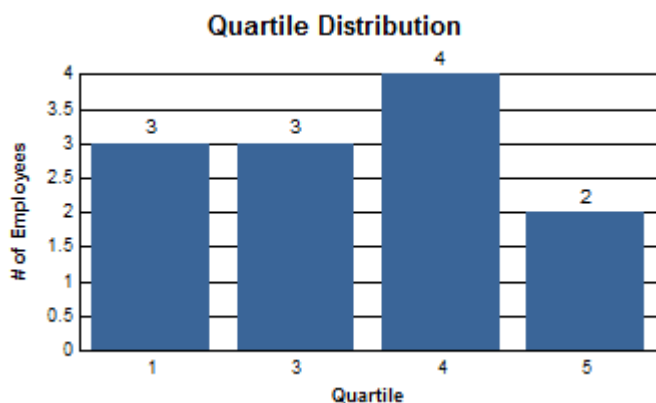
Job titles included in the MEDICAL DOCTOR benchmark:

ASSISTANT MEDICAL EXAMINER
 CHIEF MEDICAL EXAMINER
 CHIEF, DDS CONSULTANT
 CLINICAL DIRECTOR
 DDS CONSULTANT
 DEPUTY CHIEF MEDICAL EXAMINER
 DIR, DIV OF COMMUNITY & FAMILY HEALTH SVCS (CFH)
 MEDICAL ADMINISTRATOR
 MEDICAL DOCTOR
 OPTOMETRIST
 STATE EPIDEMIOLOGIST - MEDICAL DOCTOR

Workforce Profile Information:

Currently there are **12** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PHARMACIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$39.41	\$46.91	49	10	25.00%



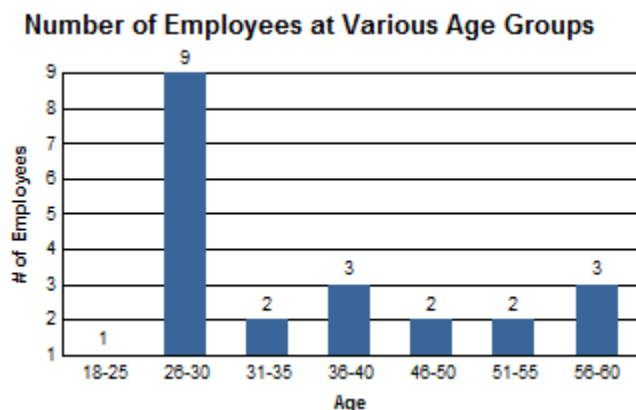
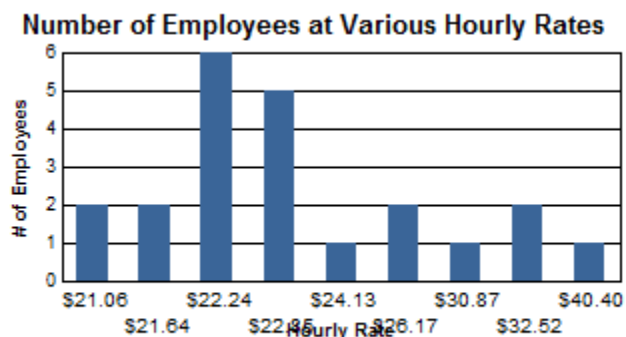
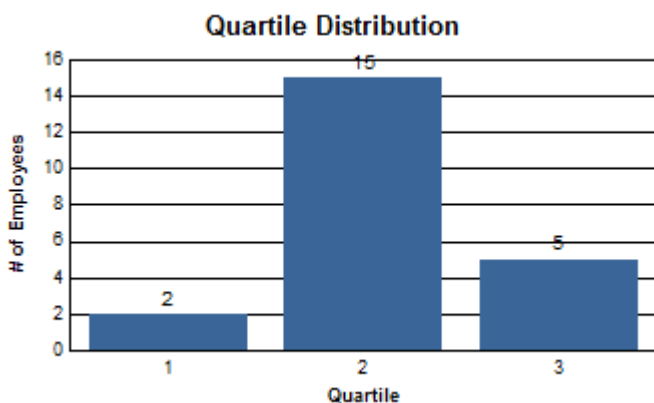
Job titles included in the Pharmacist benchmark:

PHARMACIST
PHARMACY DIRECTOR
PHARMACY TECHNICIAN

Workforce Profile Information:

Currently there are **22** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CHILD NUTRITION SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.81	\$22.85	38	8	77.27%



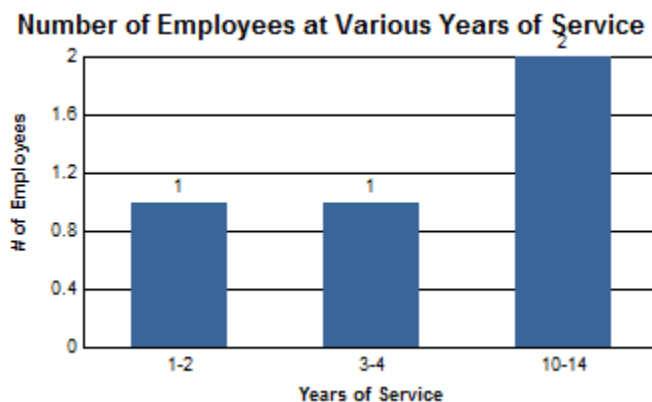
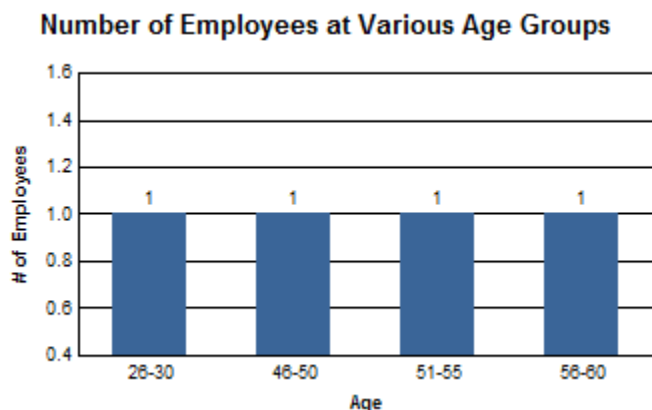
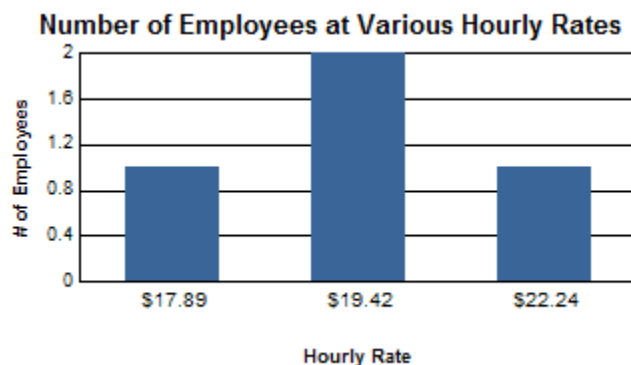
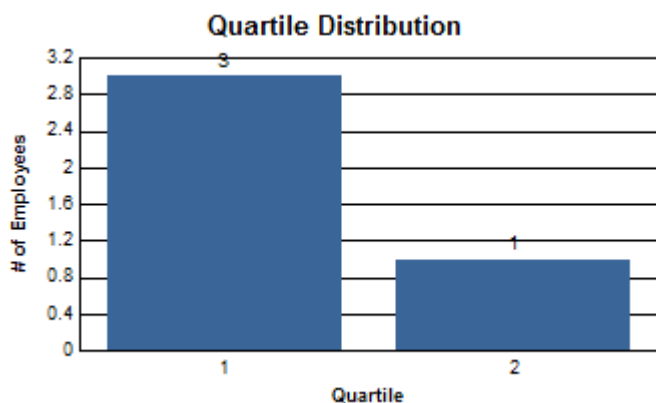
Job titles included in the CHILD NUTRITION SPECIALIST benchmark:

CHILD CARE FOOD PROGRAM ANALYST
 CHILD NUTRITION PROGRAM ADMINISTRATOR
 CHILD NUTRITION PROGRAM SUPERVISOR
 CHILD NUTRITION PROGRAMS TECHNICIAN I
 CHILD NUTRITION PROGRAMS TECHNICIAN II
 CHILD NUTRITION PROGRAMS TECHNICIAN III
 CHILD NUTRITION SPECIALIST
 COORDINATOR, CHILD NUTRITION PROGRAMS

Workforce Profile Information:

Currently there are **4** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the DIETICIAN II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$19.74	\$19.42	48	8	100.00%



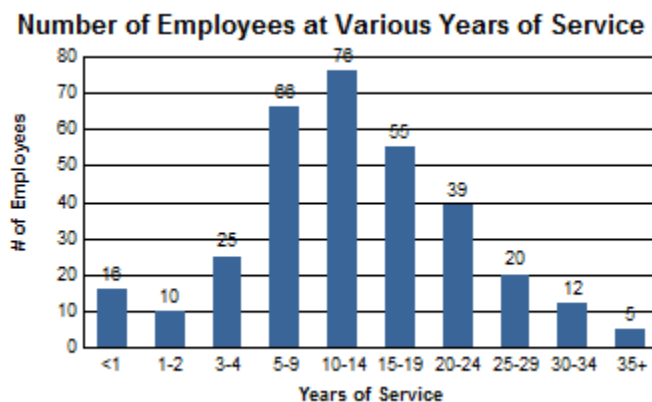
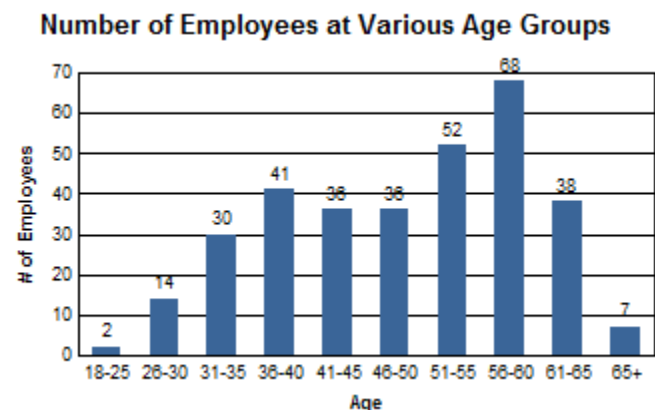
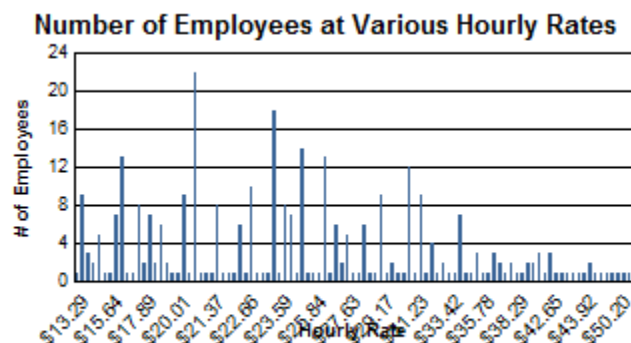
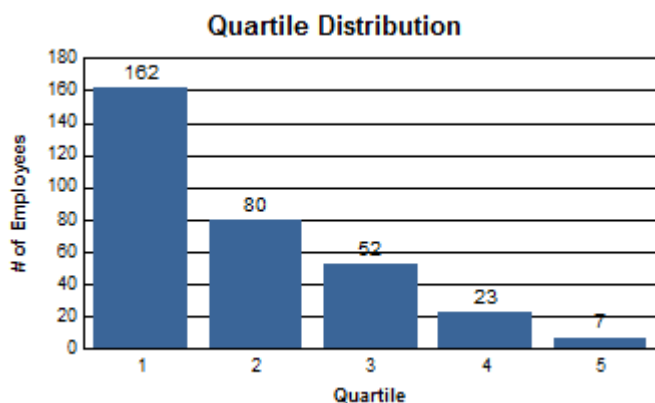
Job titles included in the DIETICIAN II benchmark:

DIETICIAN I
DIETICIAN II
PUBLIC HEALTH NUTRITIONIST

Workforce Profile Information:

Currently there are **324** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the EPIDEMIOLOGIST I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.84	\$24.13	49	14	74.69%

**Job titles included in the EPIDEMIOLOGIST I benchmark:**

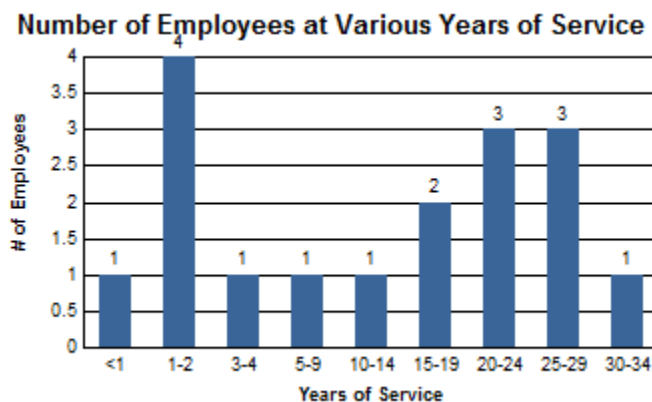
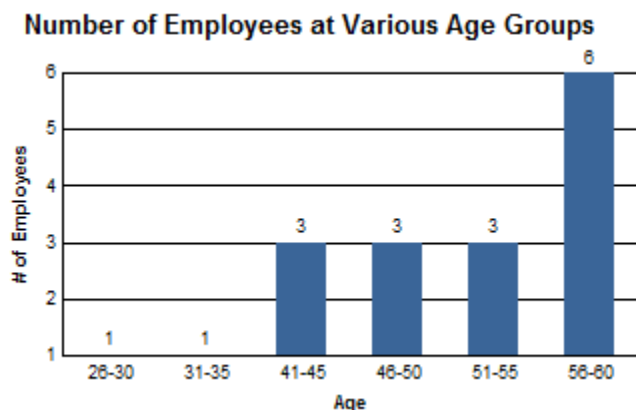
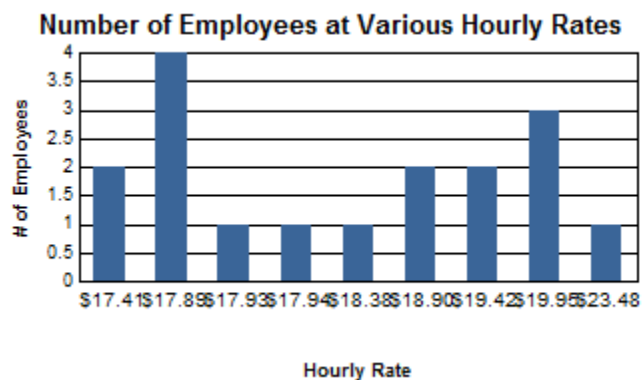
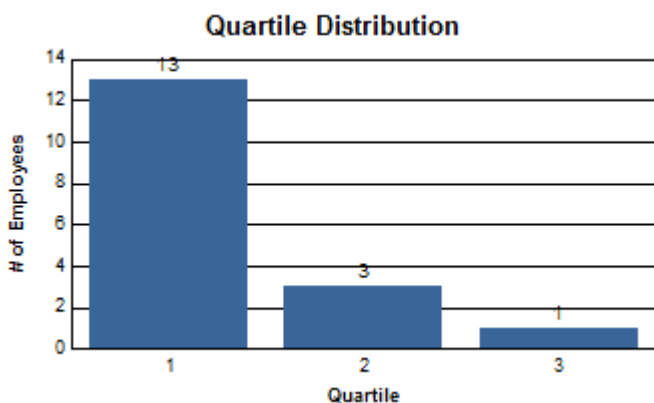
ASSISTANT DIRECTOR, DEPT OF HEALTH
 BUREAU DIRECTOR, DEPARTMENT OF HEALTH
 DEPUTY DIRECTOR, DEPARTMENT OF HEALTH
 DEPUTY DIRECTOR, DEPARTMENT OF VETERANS'
 DIR, DIVISION OF DISEASE CONTROL AND
 DIRECTOR, DIVISION OF HEALTH CARE FINANCING
 DIRECTOR, DIVISION OF HEALTH SYSTEMS IMPROVEM
 DOH ASSISTANT DIVISION/OFFICE DIRECTOR
 EPIDEMIOLOGIST I
 EPIDEMIOLOGIST II
 EPIDEMIOLOGY MANAGER I
 EPIDEMIOLOGY MANAGER II
 HEALTH INFORMATICIST
 HEALTH INFORMATICIST MANAGER
 HEALTH PROGRAM ADMINISTRATOR
 HEALTH PROGRAM COORDINATOR
 HEALTH PROGRAM MANAGER I
 HEALTH PROGRAM MANAGER II
 HEALTH PROGRAM SPECIALIST I

HEALTH PROGRAM SPECIALIST II
HEALTH PROGRAM SPECIALIST III
HEARING OFFICER, HEALTH
PROJECT/ASSISTANT BUREAU DIRECTOR
SENIOR HEALTH INFORMATICIST
STATE VETERANS' NURSING HOME OFFICER

Workforce Profile Information:

Currently there are **17** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CHILD CARE LICENSING SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.86	\$18.38	50	14	94.12%



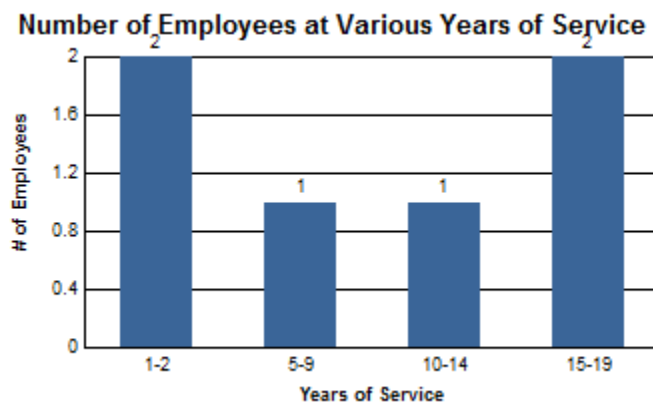
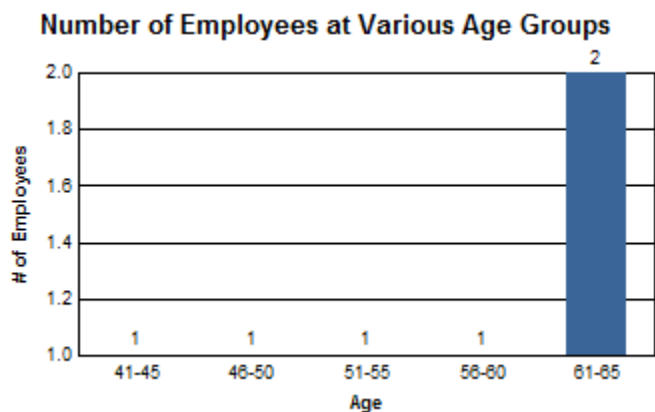
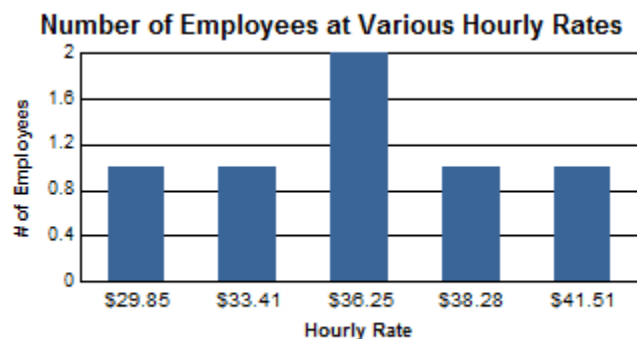
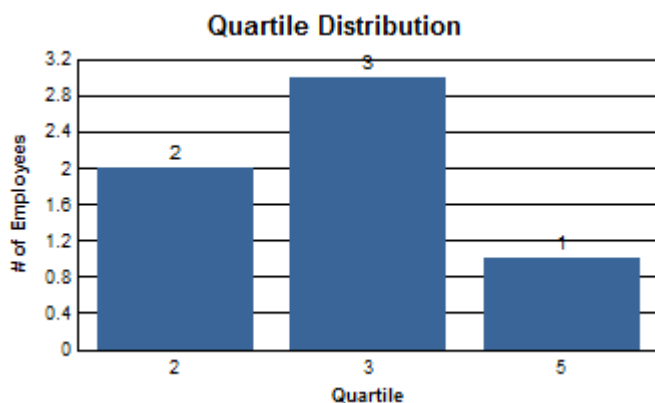
Job titles included in the CHILD CARE LICENSING SPECIALIST benchmark:

CHILD CARE LICENSING SPECIALIST
HEALTH FACILITY LICENSURE SPECIALIST

Workforce Profile Information:

Currently there are 6 classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the VETERINARIAN job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$35.93	\$36.25	55	10	33.33%



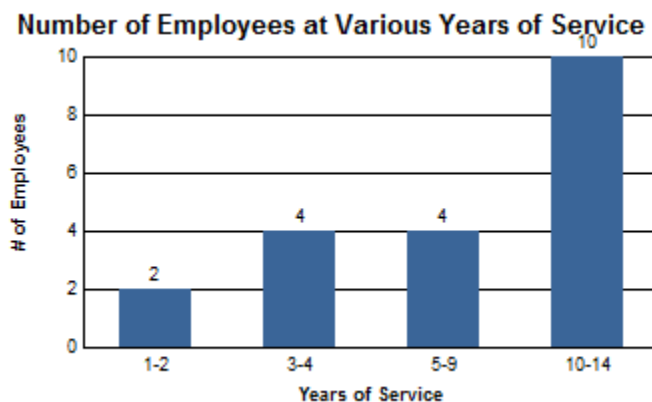
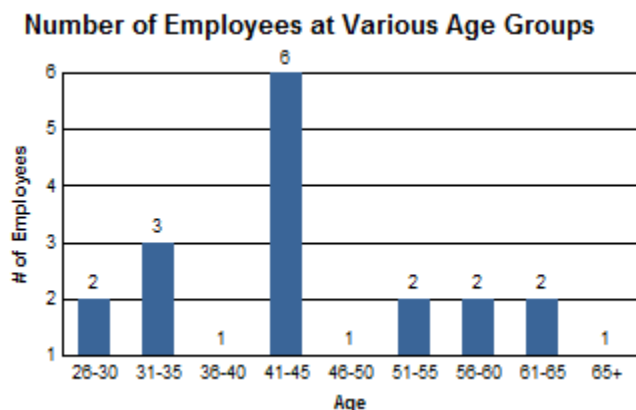
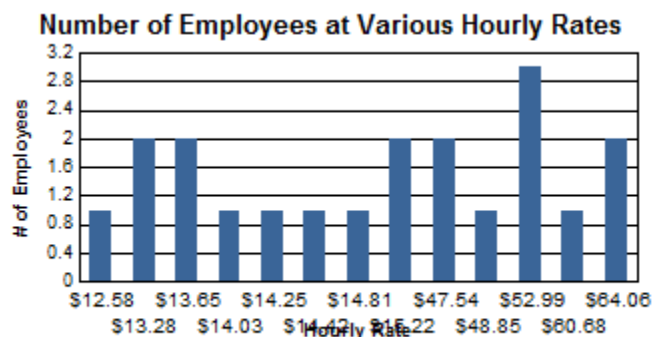
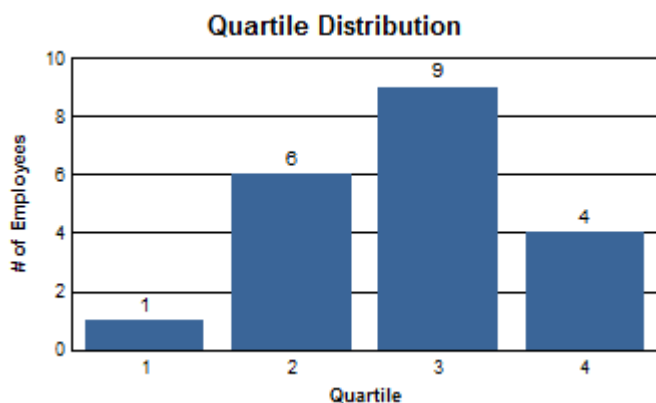
Job titles included in the VETERINARIAN benchmark:

DIRECTOR, AGRICULTURE HOMELAND SECURITY
 STATE VETERINARIAN I
 STATE VETERINARIAN II
 STATE VETERINARIAN PATHOLOGIST
 VETERINARIAN
 VETERINARIAN PATHOLOGIST

Workforce Profile Information:

Currently there are **20** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the DENTIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$32.30	\$15.22	46	9	35.00%



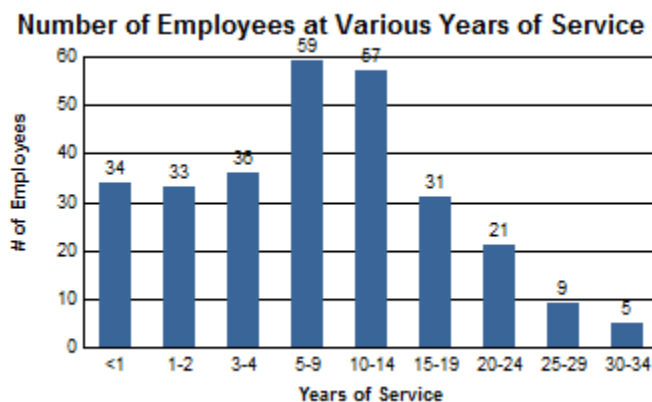
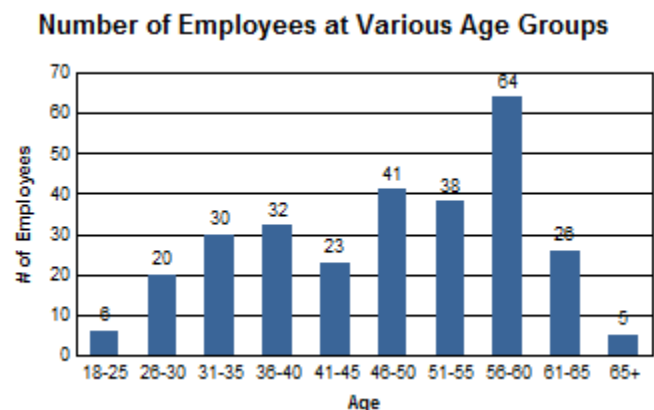
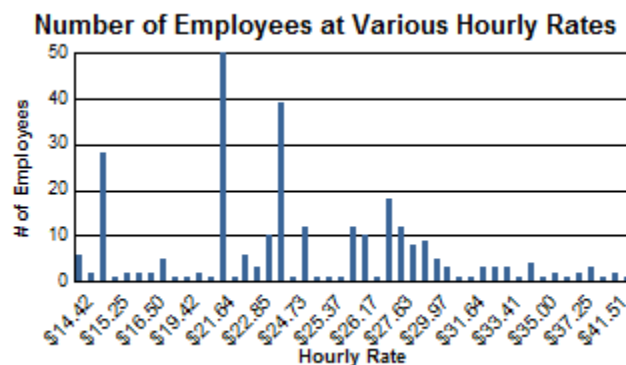
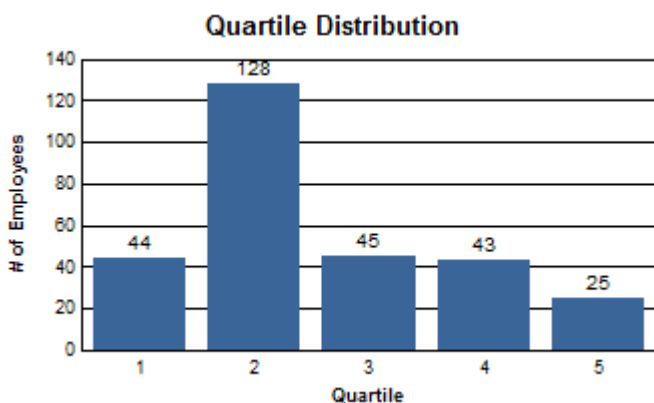
Job titles included in the DENTIST benchmark:

DENTAL ASSISTANT I
DENTAL ASSISTANT II
DENTAL CLINIC DIRECTOR
DENTIST
DENTIST (PROGRAM DIRECTOR)
STATE DENTAL DIRECTOR

Workforce Profile Information:

Currently there are **285** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the REGISTERED NURSE II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.13	\$24.13	48	10	60.35%



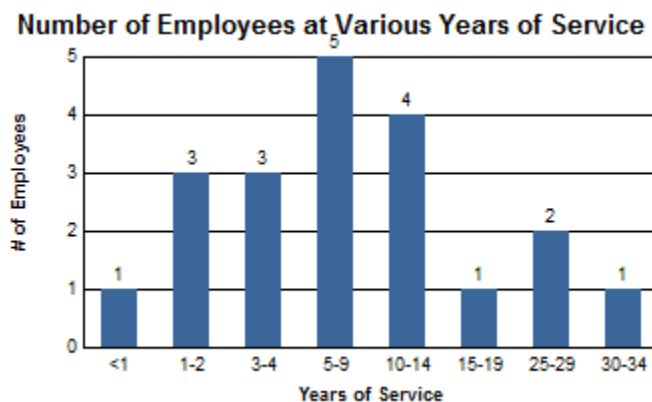
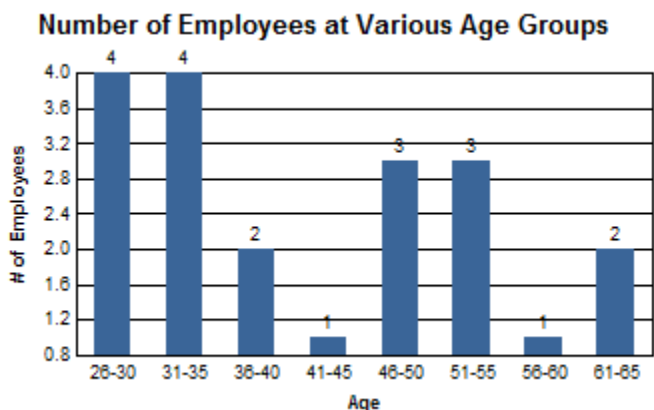
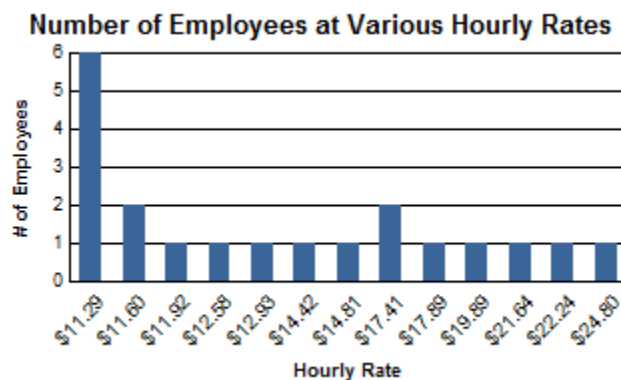
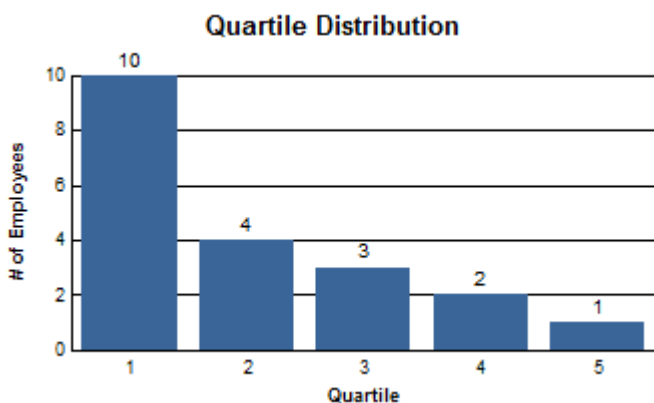
Job titles included in the REGISTERED NURSE II benchmark:

ASSISTANT DIRECTOR OF NURSING
 DIRECTOR OF NURSING, DOC
 EMERGENCY MEDICAL TECHNICIAN
 EMT/PARAMEDIC TESTER, DOH
 LEAD EMT/PARAMEDIC TESTER, DOH
 LICENSED PRACTICAL NURSE
 NURSE PRACTITIONER/CLINICAL NURSE SPECIALIST
 NURSING DIRECTOR
 PA/NP PRECEPTORSHIP
 PHYSICIAN ASSISTANT
 REGISTERED NURSE I
 REGISTERED NURSE II
 REGISTERED NURSE III

Workforce Profile Information:

Currently there are **20** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the LABORATORY TECHNICIAN III job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.94	\$12.76	43	10	70.00%



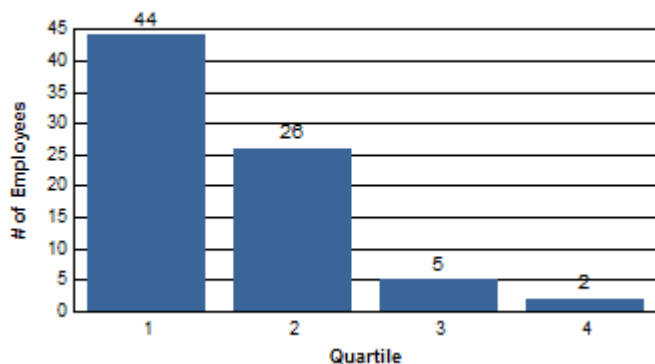
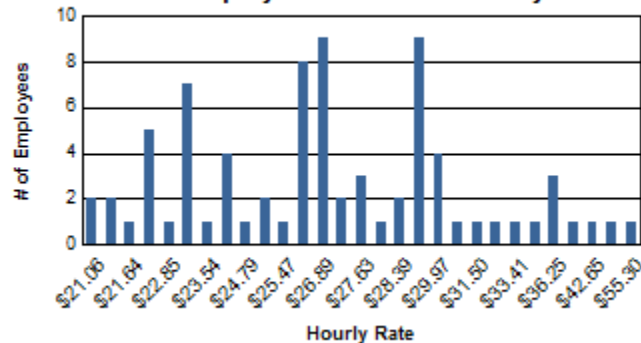
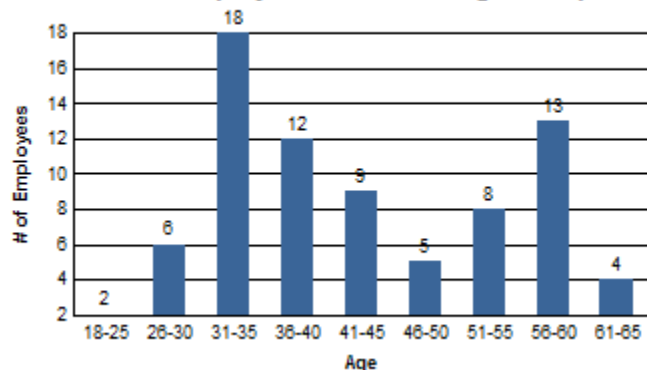
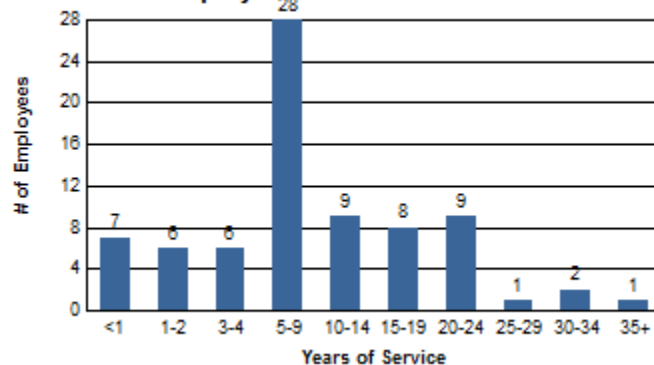
Job titles included in the LABORATORY TECHNICIAN III benchmark:

HISTOTECHNOLOGIST
 LABORATORY TECHNICIAN I
 LABORATORY TECHNICIAN II
 LABORATORY TECHNICIAN III
 MEDICAL EXAMINER ASSISTANT
 MEDICAL X-RAY LAB SPECIALIST
 RADIOLOGY TECHNOLOGIST
 RADIOLOGY/EEG TECHNICIAN
 SUPERVISING MEDICAL EXAMINER ASSISTANT
 TECHNICAL SUPPORT SUPERVISOR

Workforce Profile Information:

Currently there are **77** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CHEMIST/MICROBIOLOGIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$27.73	\$26.89	43	11	90.91%

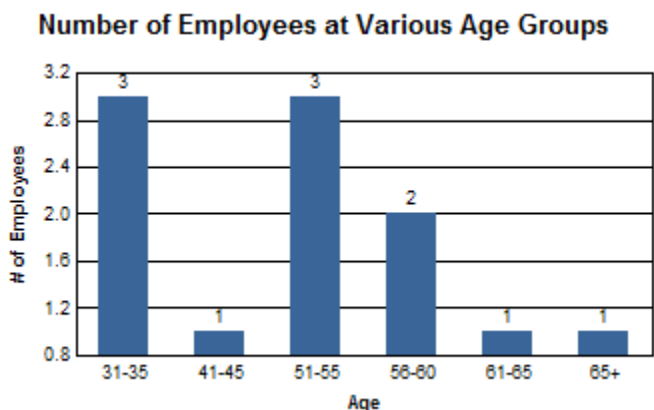
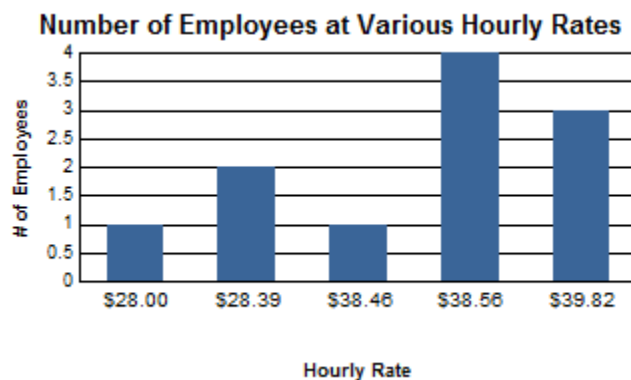
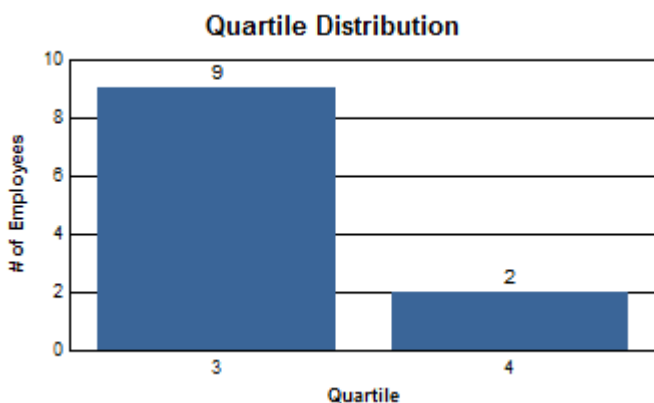
Quartile Distribution**Number of Employees at Various Hourly Rates****Number of Employees at Various Age Groups****Number of Employees at Various Years of Service****Job titles included in the CHEMIST/MICROBIOLOGIST II benchmark:**

CHEMIST/MICROBIOLOGIST I
 CHEMIST/MICROBIOLOGIST II
 CHEMIST/MICROBIOLOGIST III
 CHEMIST/MICROBIOLOGIST IV
 CHIEF FORENSIC SCIENTIST
 DIRECTOR, STATE PUBLIC HEALTH LABORATORY
 FORENSIC SCIENTIST I
 FORENSIC SCIENTIST II
 FORENSIC SCIENTIST MANAGER
 SENIOR FORENSIC SCIENTIST
 STATE CHEMIST

Workforce Profile Information:

Currently there are **11** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the AUDIOLOGIST/SPEECH PATHOLOGIST I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$36.09	\$38.56	50	10	0.00%



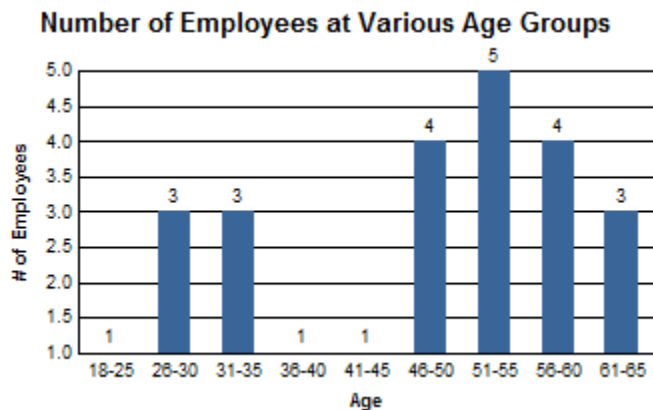
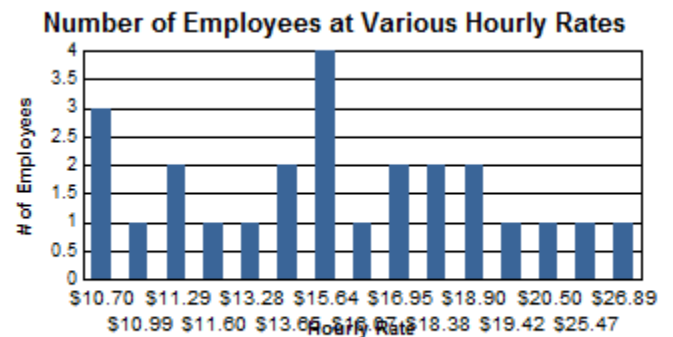
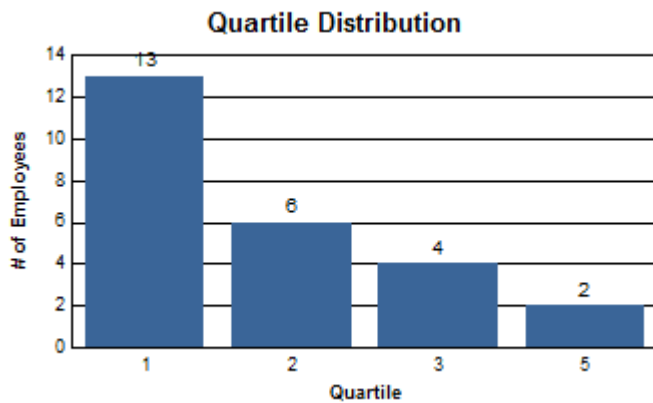
Job titles included in the AUDIOLOGIST/SPEECH PATHOLOGIST I benchmark:

ASSISTANT SUPERINTENDENT, USDB
 AUDIOLOGICAL PROGRAM COORDINATOR
 AUDIOLOGIST CLINICAL FELLOW
 AUDIOLOGIST/SPEECH PATHOLOGIST I
 AUDIOLOGIST/SPEECH PATHOLOGIST II
 DIRECTOR, EDUCATIONAL PROGRAMS-USDB

Workforce Profile Information:

Currently there are **25** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the RECREATIONAL THERAPIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$15.89	\$15.64	47	15	76.00%



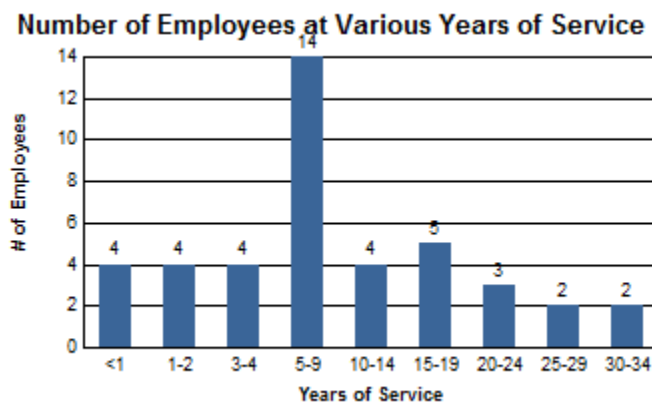
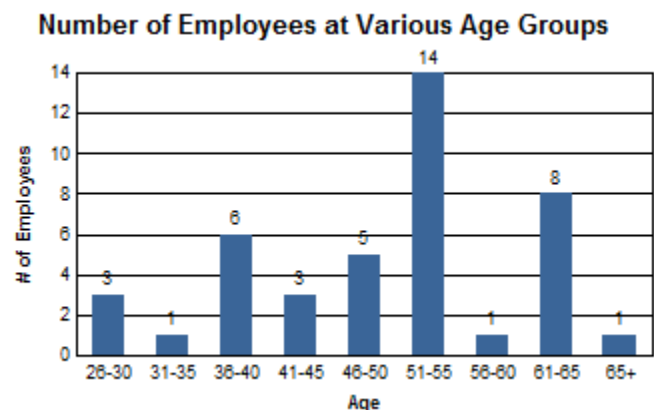
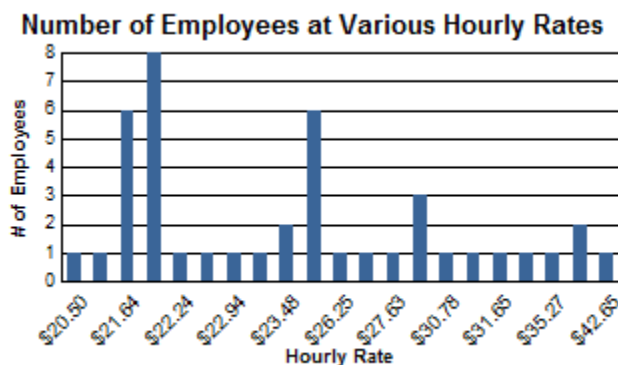
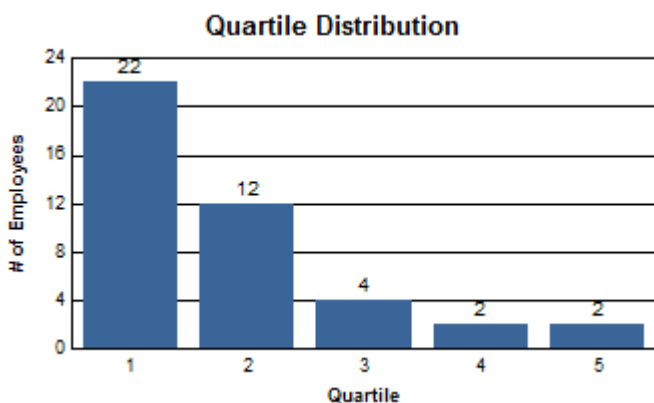
Job titles included in the RECREATIONAL THERAPIST II benchmark:

RECREATIONAL THERAPIST I
 RECREATIONAL THERAPIST II
 RECREATIONAL THERAPY SUPERVISOR
 THERAPEUTIC RECREATION TECHNICIAN

Workforce Profile Information:

Currently there are **42** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the INDUSTRIAL HYGIENIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.66	\$23.48	50	10	80.95%



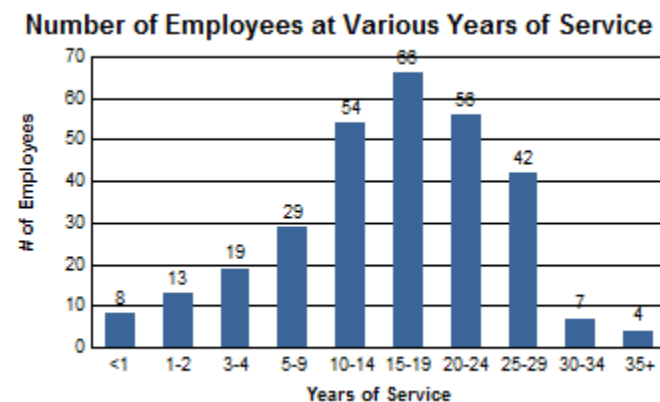
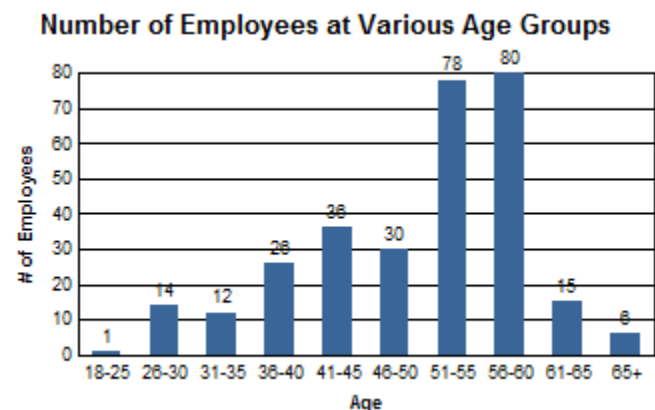
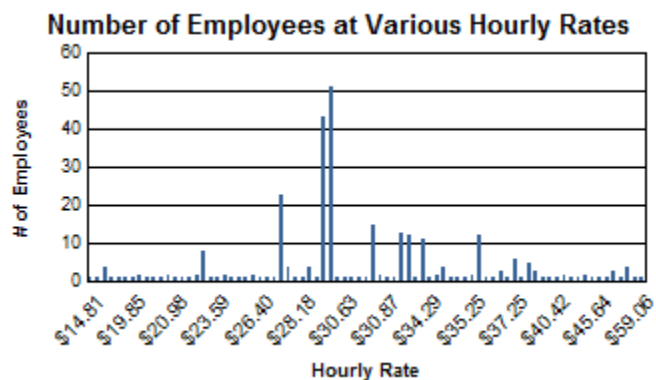
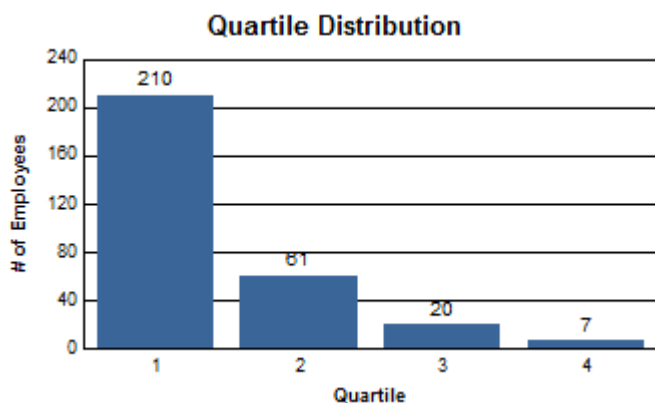
Job titles included in the INDUSTRIAL HYGIENIST benchmark:

DIRECTOR, DIVISION OF SAFETY
 DIRECTOR, INDUSTRIAL ACCIDENTS
 HIGHWAY SAFETY PROGRAM SPECIALIST I
 HIGHWAY SAFETY PROGRAM SPECIALIST II
 INDUSTRIAL HYGIENIST
 OSHA ADMINISTRATOR
 REG ENVIRONMENTAL HEALTH SERVICES SPECIALIST
 SAFETY AND HEALTH MANAGER
 SAFETY AND HEALTH OFFICER
 SAFETY AND HEALTH SUPERVISOR
 SAFETY OFFICER
 SAFETY/LOSS CONTROL COORDINATOR
 SENIOR INDUSTRIAL HYGIENIST
 SENIOR SAFETY/HEALTH OFFICER
 UDOT CLAIMS COORDINATION SPECIALIST

Workforce Profile Information:

Currently there are **298** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ENVIRONMENTAL SCIENTIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$31.02	\$29.97	50	16	90.94%

**Job titles included in the ENVIRONMENTAL SCIENTIST II benchmark:**

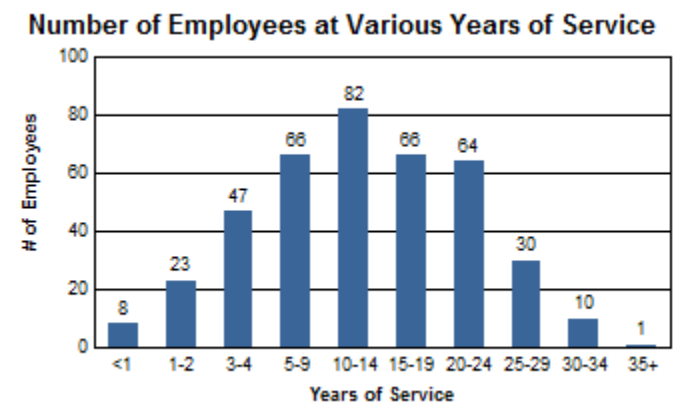
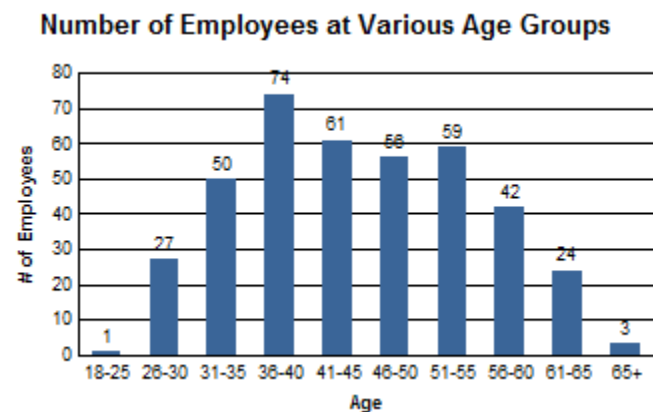
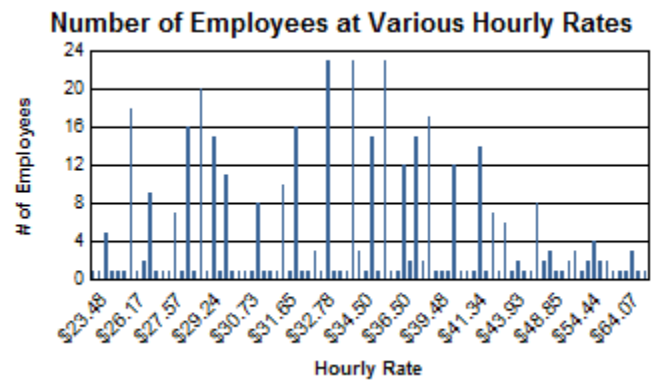
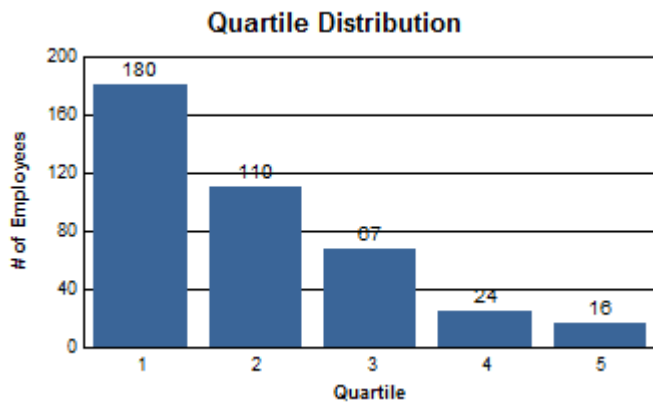
ASSISTANT COMMISSIONER, POLICY AND
 ASSOCIATE DIRECTOR, OIL, GAS AND MINING
 COORDINATOR, MILITARY ENVIRONMENTAL PROGRAM
 DEPUTY COMMISSIONER, AGRICULTURE
 DEPUTY DIRECTOR, ENVIRONMENTAL QUALITY
 DEPUTY DIVISION DIRECTOR, DEQ
 DIRECTOR, CONSERVATION & RESOURCE MANAGEMEN
 DIRECTOR, DIVISION OF AIR QUALITY
 DIRECTOR, DIVISION OF ANIMAL INDUSTRY
 DIRECTOR, DIVISION OF DRINKING WATER
 DIRECTOR, DIVISION OF OIL, GAS AND MINING
 DIRECTOR, DIVISION OF PLANT INDUSTRY
 DIRECTOR, DIVISION OF RADIATION CONTROL
 DIRECTOR, DIVISION OF REGULATORY SERVICES
 DIRECTOR, DIVISION OF SOLID/HAZARDOUS WASTE
 DIRECTOR, DIVISION OF WATER QUALITY
 DIRECTOR, GRAZING IMPROVEMENT PROGRAM
 DIRECTOR, DIVISION OF ENVIRONMENTAL RESPONSE
 ENVIRONMENTAL HEALTH SCIENTIST I

ENVIRONMENTAL HEALTH SCIENTIST II
ENVIRONMENTAL HEALTH SCIENTIST III
ENVIRONMENTAL MANAGER
ENVIRONMENTAL PROGRAM COORDINATOR
ENVIRONMENTAL PROGRAM MANAGER I
ENVIRONMENTAL PROGRAM MANAGER II
ENVIRONMENTAL SCIENTIST I
ENVIRONMENTAL SCIENTIST II
ENVIRONMENTAL SCIENTIST III
ENVIRONMENTAL SCIENTIST IV

Workforce Profile Information:

Currently there are **397** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ENGINEER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$35.67	\$34.33	45	14	73.05%

**Job titles included in the ENGINEER II benchmark:**

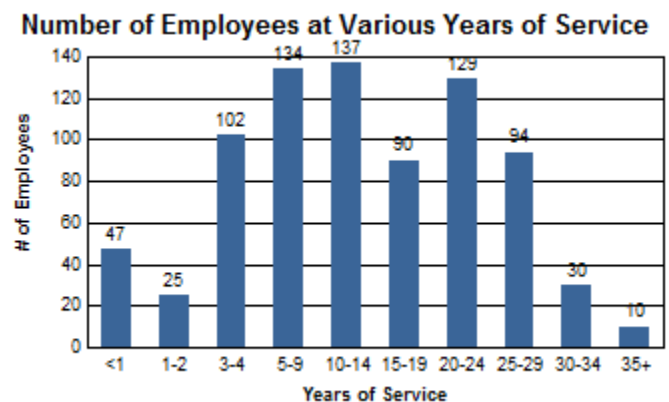
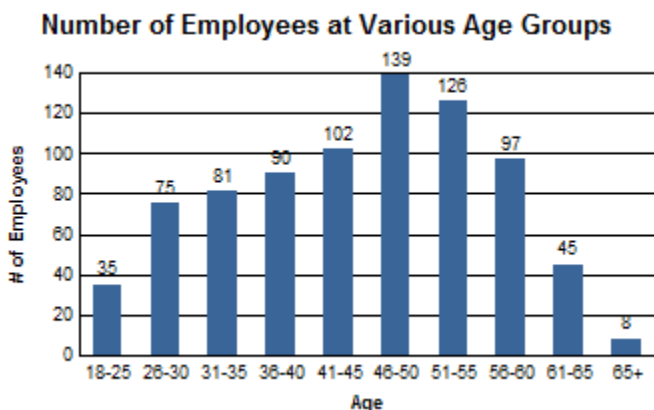
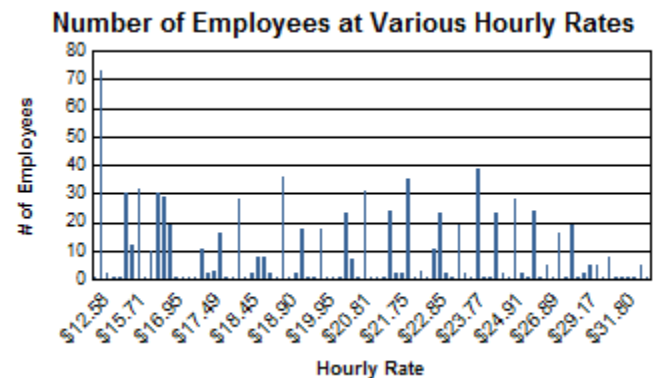
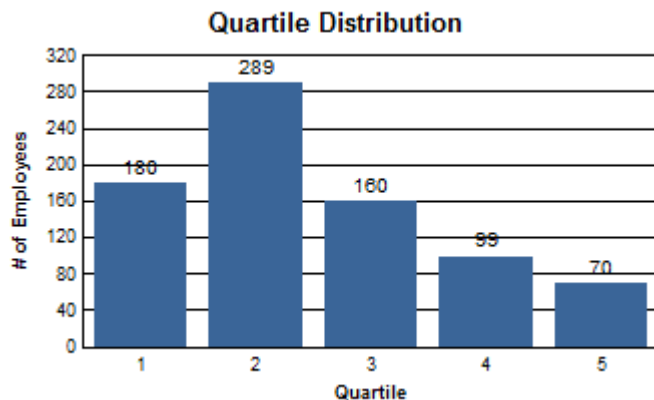
AIR QUALITY PROGRAM COORDINATOR
 DEPUTY DIRECTOR - UDOT
 DEPUTY DIRECTOR, WATER RESOURCES
 DEPUTY DIRECTOR, WATER RIGHTS
 DFCM QUALITY MANAGER
 DIRECTOR OF PROGRAM DEVELOPMENT, UDOT
 DIRECTOR OF PROJECT DEVELOPMENT, UDOT
 DIRECTOR, DIVISION OF WATER RESOURCES
 DIRECTOR, WATER RIGHTS/STATE ENGINEER
 DISTRICT ENVIRONMENTAL ENGINEER
 ELECTRICAL ENGINEER
 ENGINEER I
 ENGINEER II
 ENGINEER III
 ENGINEER INTERN
 ENGINEER IV
 ENGINEER MANAGER III - ADMIN. UDOT
 ENGINEERING ASSOCIATE MANAGER I
 ENGINEERING ASSOCIATE MANAGER II

ENGINEERING MANAGER I
ENGINEERING MANAGER II
ENGINEERING MANAGER III
ENGINEERING MGR IV, UDOT
ENVIRONMENTAL ENGINEER I
ENVIRONMENTAL ENGINEER II
ENVIRONMENTAL ENGINEER III
ENVIRONMENTAL ENGINEER IV
PETROLEUM ENGINEER
PIPELINE LEAD SAFETY ENGINEER
PIPELINE SAFETY ENGINEER
REGION DIRECTOR UDOT
TRANSPORTATION PROJECT MANAGER
UDOT DISTRICT ENGINEER
URBAN PLANNING MANAGER

Workforce Profile Information:

Currently there are **798** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the **ENGINEERING TECHNICIAN III** job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.49	\$19.95	45	14	58.77%



Job titles included in the ENGINEERING TECHNICIAN III benchmark:

BLUE STAKES PROGRAM COORDINATOR
 CARTOGRAPHER I
 CARTOGRAPHER II
 CHIEF CARTOGRAPHER
 DISTRICT PERMITS OFFICER I
 DISTRICT PERMITS OFFICER II
 ENGINEERING TECHNICIAN I
 ENGINEERING TECHNICIAN II
 ENGINEERING TECHNICIAN III
 ENGINEERING TECHNICIAN IV
 EQUIPMENT CERTIFICATION SUPERVISOR
 ESTIMATES & AGREEMENTS SPECIALIST I
 INSPECTOR I
 INSPECTOR II
 INSPECTOR III, UDOT
 LABORATORY CERTIFICATION SPECIALIST I
 LABORATORY CERTIFICATION SPECIALIST II
 LAND SURVEYOR
 MAINTENANCE METHODS SPECIALIST

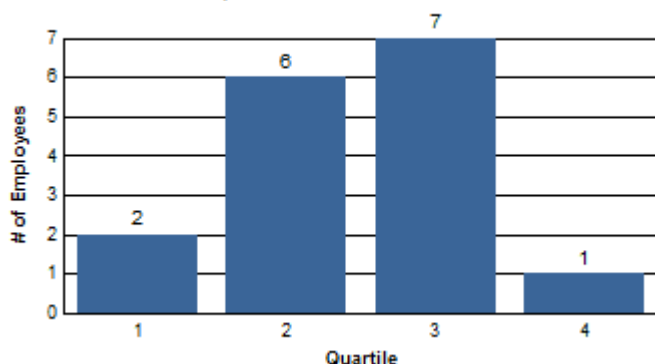
MASTER PLANNER, NATIONAL GUARD
PROGRAM SPECIALIST - WATER RIGHTS
REGION RIGHT OF WAY CONTROL COORDINATOR
REGIONAL PRESERVATION SPECIALIST, UDOT
ROADWAY OPERATIONS COORDINATOR
ROADWAY OPERATIONS MANAGER I
ROADWAY OPERATIONS MANAGER II
ROADWAY SAFETY SPECIALIST I
ROADWAY SAFETY SPECIALIST II
ROADWAY SAFETY SUPERVISOR
SAFETY SPECIALIST - UDOT
STATEWIDE PERMITS OFFICER
TRANSPORTATION TECHNICIAN I
TRANSPORTATION TECHNICIAN II
TRANSPORTATION TECHNICIAN III
UDOT REGIONAL NEPA/NHPA SPECIALIST
UTILITY & RAILROAD COORDINATOR

Workforce Profile Information:

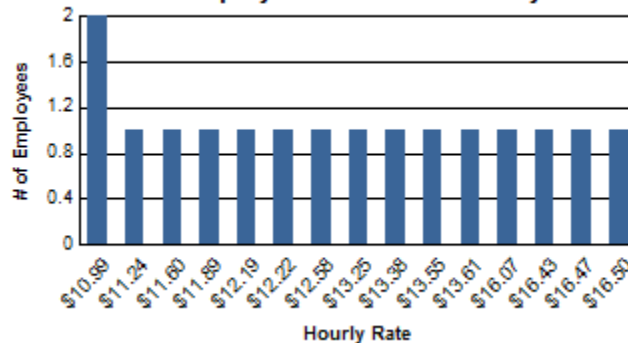
Currently there are **16** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the GROUNDSKEEPER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$13.31	\$12.92	38	8	50.00%

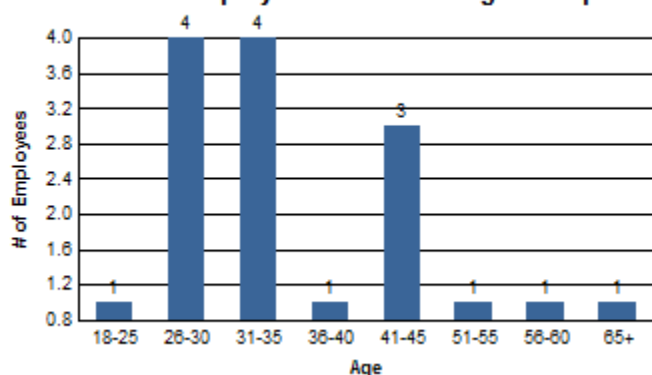
Quartile Distribution



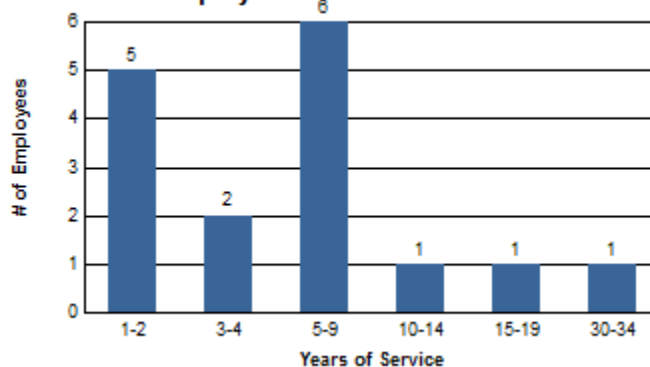
Number of Employees at Various Hourly Rates



Number of Employees at Various Age Groups



Number of Employees at Various Years of Service



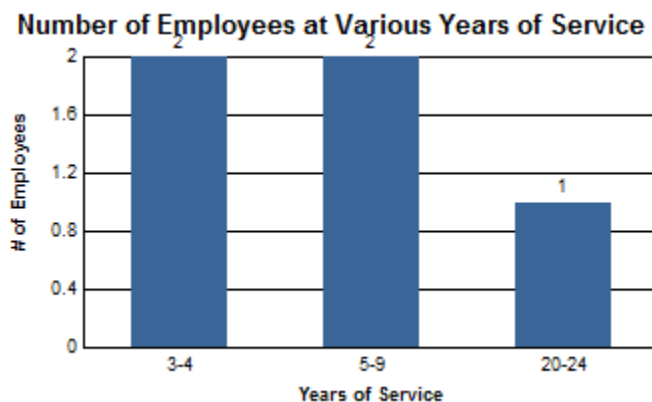
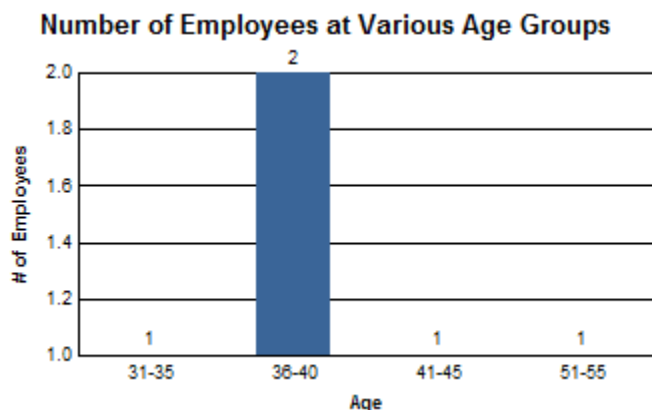
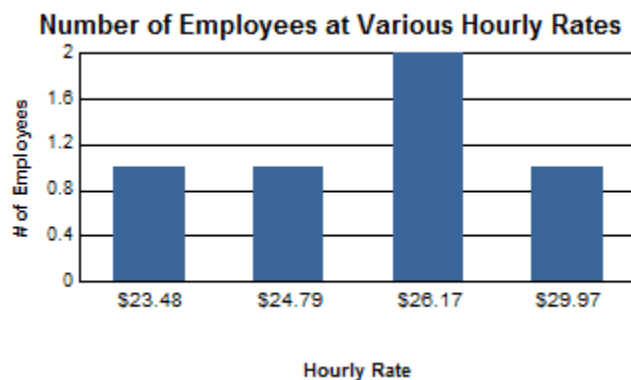
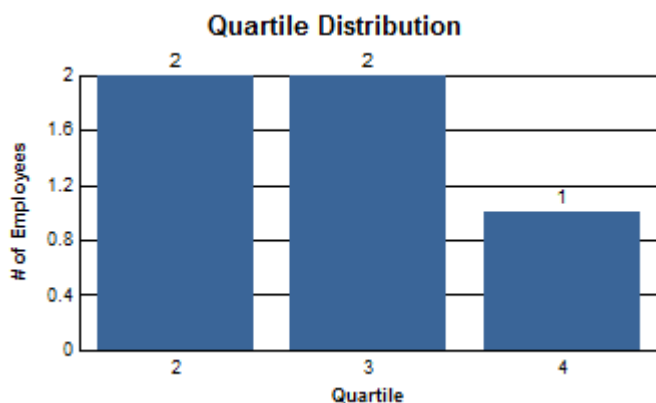
Job titles included in the GROUNDSKEEPER II benchmark:

GROUNDS SUPERVISOR
GROUNDSKEEPER I
GROUNDSKEEPER II

Workforce Profile Information:

Currently there are **5** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ARCHITECT job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$26.12	\$26.17	43	10	40.00%



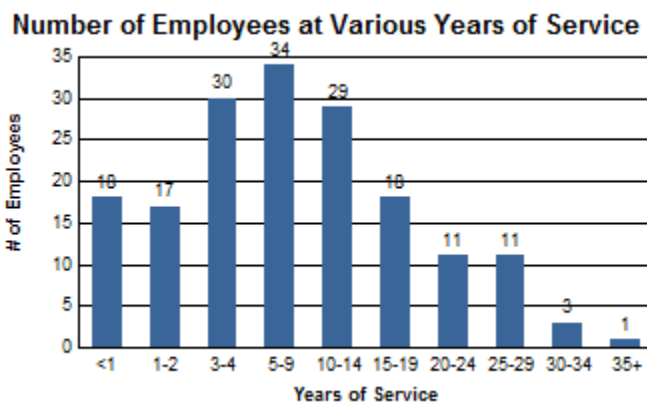
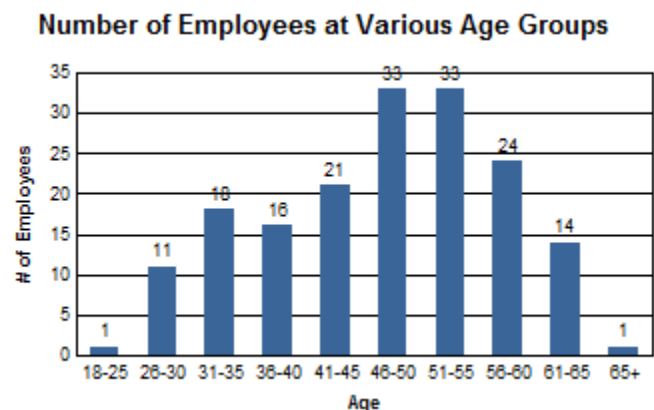
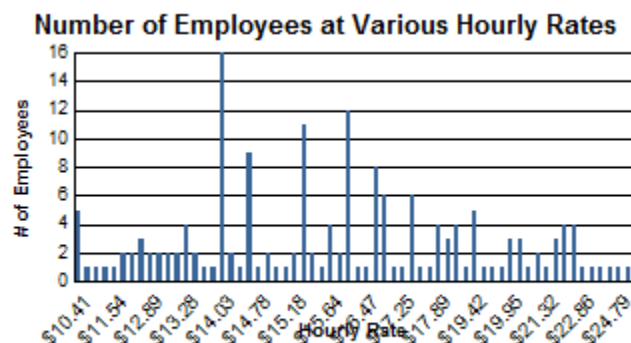
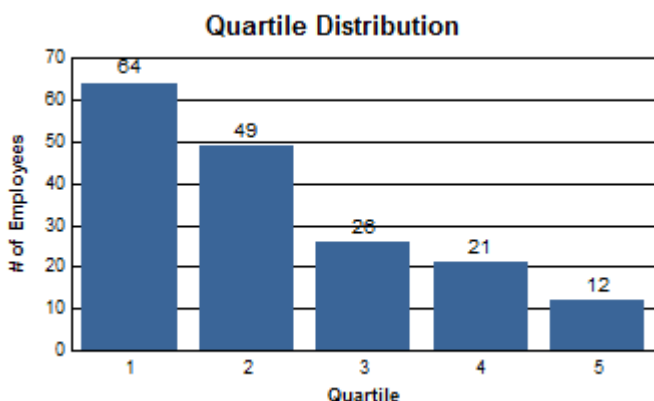
Job titles included in the ARCHITECT benchmark:

ARCHITECT

Workforce Profile Information:

Currently there are **172** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY MAINTENANCE/CONSTRUCTION SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$16.35	\$16.03	47	10	65.70%



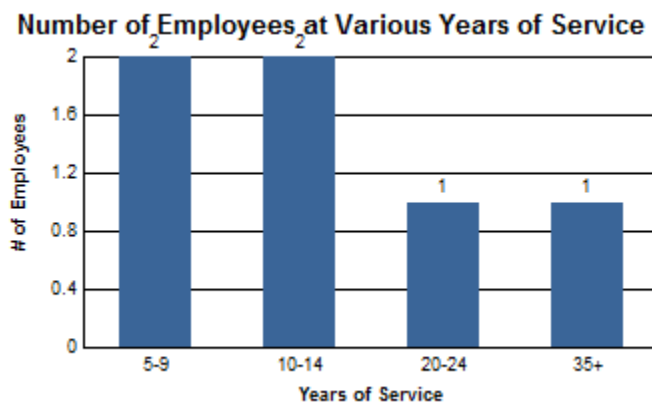
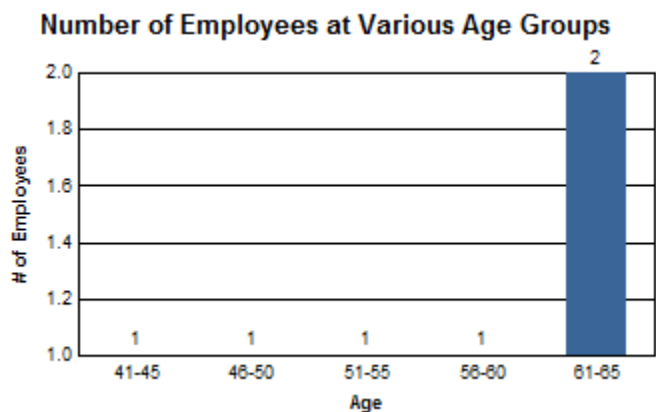
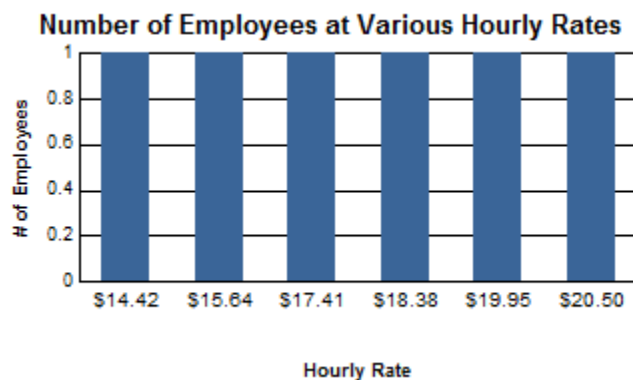
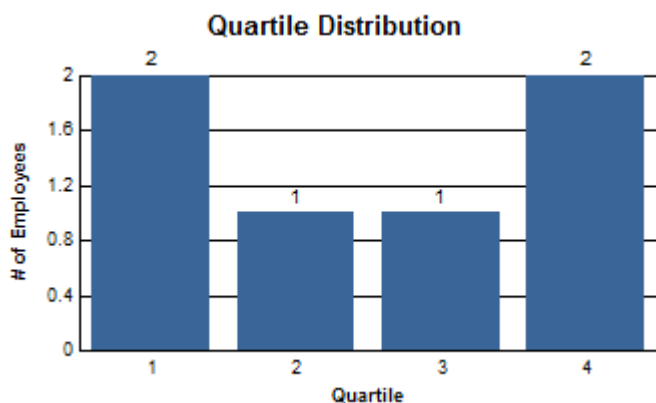
Job titles included in the JOURNEY MAINTENANCE/CONSTRUCTION SPECIALIST benchmark

APPRENTICE DRILLER
 APPRENTICE MAINTENANCE SPECIALIST
 APPRENTICE PAINTER
 ASSISTIVE DEVICE SPECIALIST
 BUILDING/GROUNDS SUPERVISOR I
 BUILDING/GROUNDS SUPERVISOR II
 BUILDING/GROUNDS SUPERVISOR III
 DRILLING SUPERVISOR
 GENERAL MAINTENANCE WORKER I
 GENERAL MAINTENANCE WORKER II
 JOURNEY DRILLER
 JOURNEY MAINTENANCE/CONSTRUCTION SPECIALIST
 JOURNEY PAINTER
 LEAD DRILLER
 LEAD MAINTENANCE/CONSTRUCTION SPECIALIST

Workforce Profile Information:

Currently there are **6** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY CARPENTER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$17.72	\$17.90	54	16	50.00%



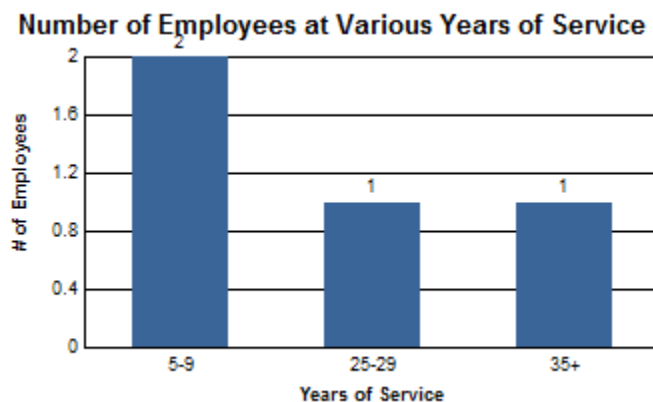
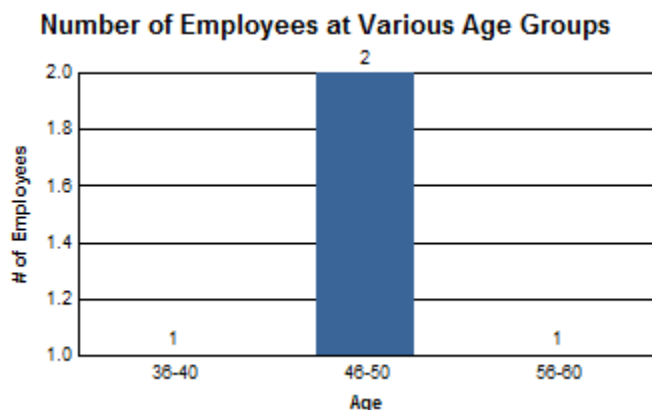
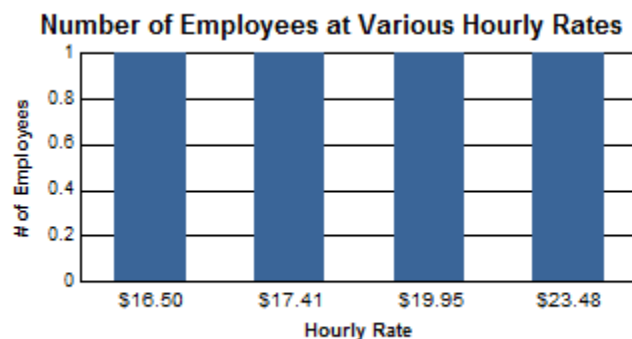
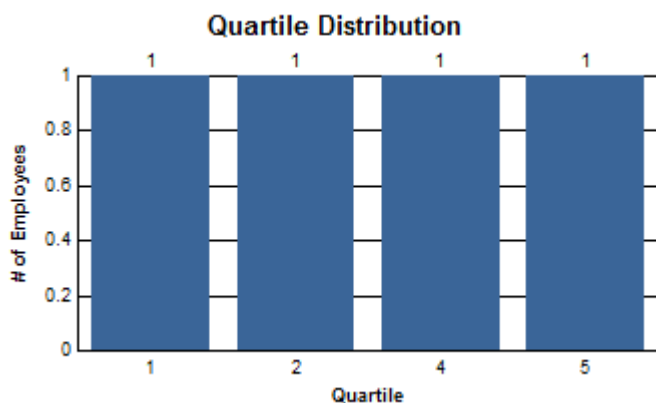
Job titles included in the JOURNEY CARPENTER benchmark:

APPRENTICE CARPENTER
JOURNEY CARPENTER
LEAD CARPENTER

Workforce Profile Information:

Currently there are **4** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY PLUMBER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$19.34	\$18.68	48	19	50.00%



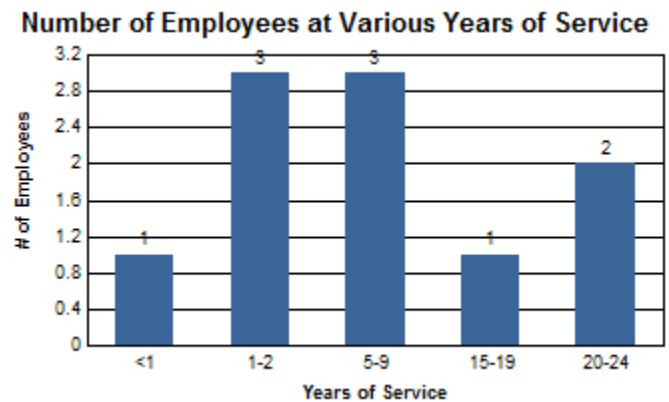
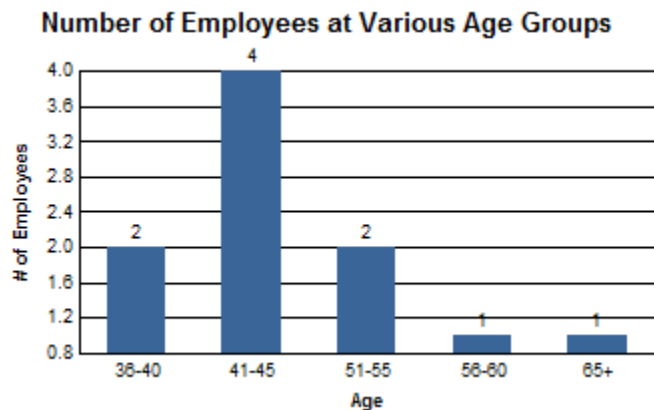
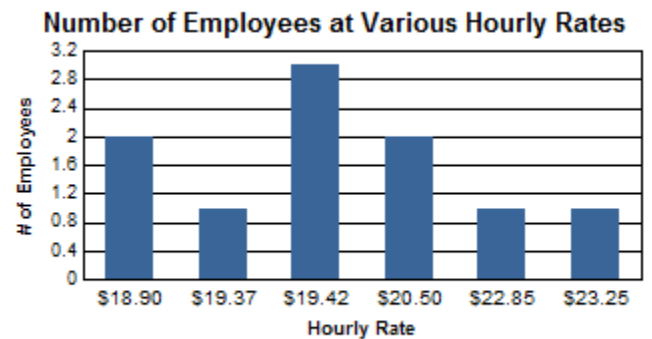
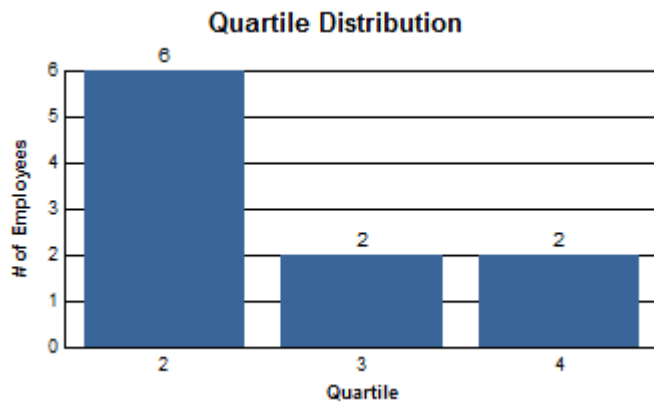
Job titles included in the JOURNEY PLUMBER benchmark:

APPRENTICE PLUMBER
JOURNEY PLUMBER

Workforce Profile Information:

Currently there are **10** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY ELECTRICIAN job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.25	\$19.42	48	9	60.00%



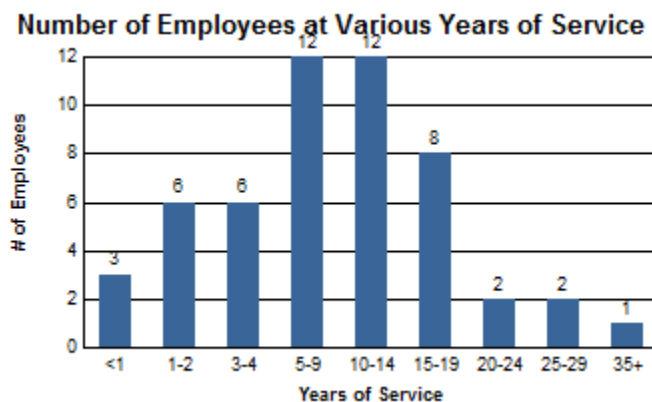
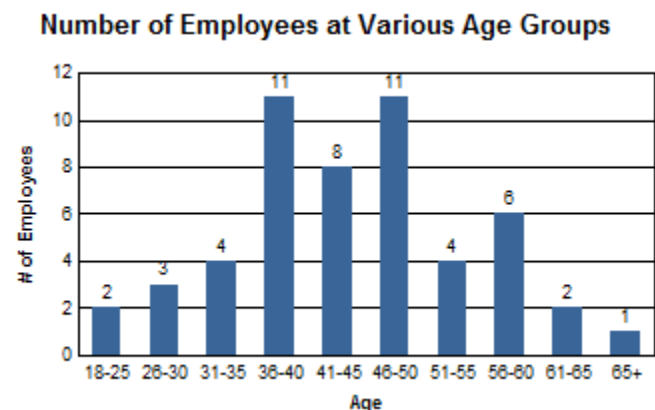
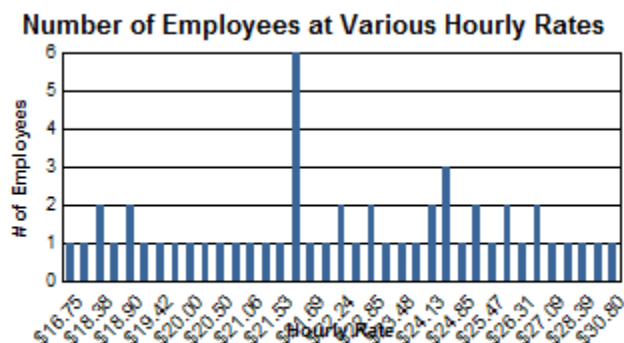
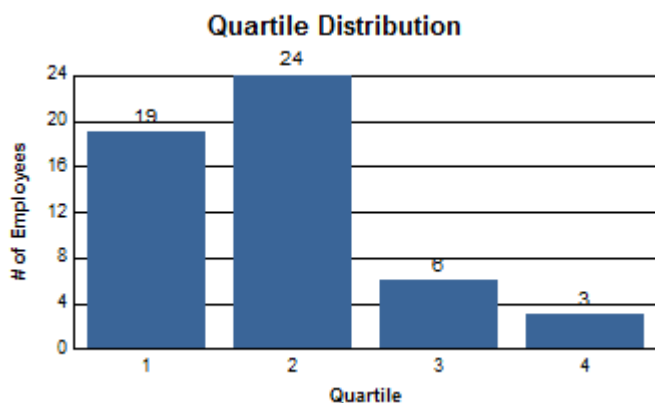
Job titles included in the JOURNEY ELECTRICIAN benchmark:

APPRENTICE ELECTRICIAN
 ELECTRICAL PROJECTS SPECIALIST, UDOT
 JOURNEY ELECTRICIAN
 LEAD ELECTRICIAN
 TRAFFIC SIGNAL OPERATIONS COORDINATOR

Workforce Profile Information:

Currently there are **52** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ELECTRONICS MAINTENANCE/REPAIR SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.77	\$22.24	44	11	82.69%

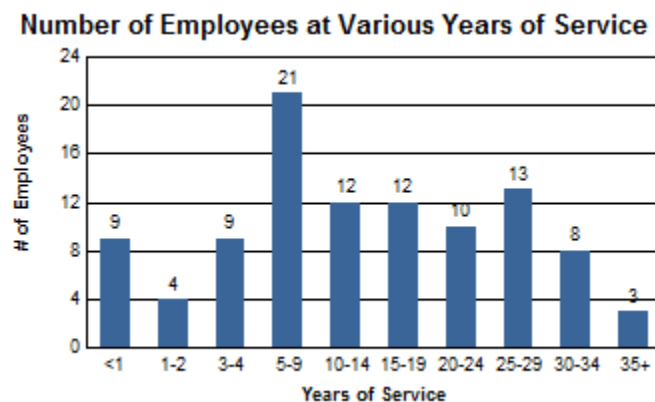
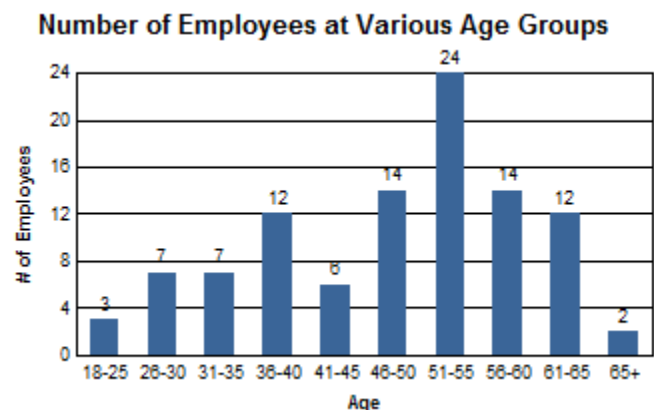
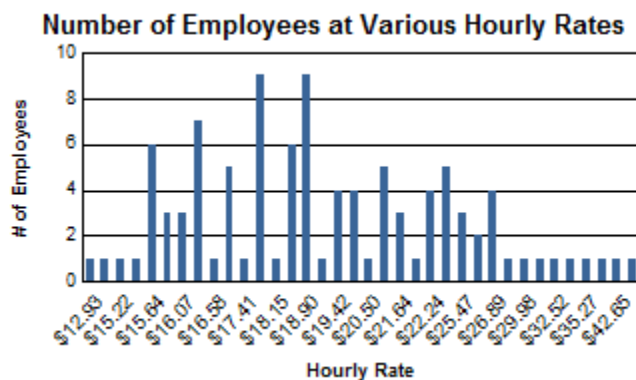
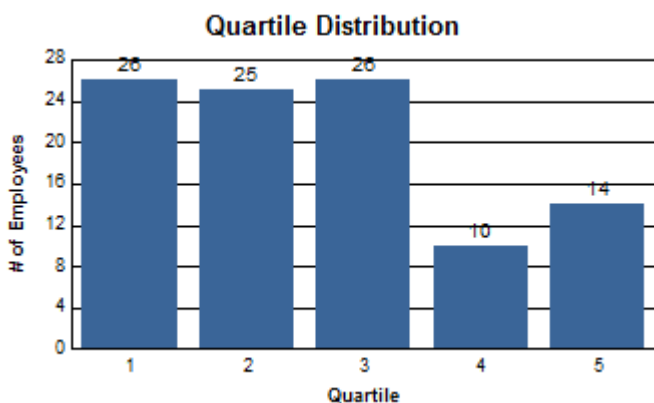
**Job titles included in the ELECTRONICS MAINTENANCE/REPAIR SPECIALIST benchmark:**

AUDIO/VISUAL STUDIO TECHNICIAN
 ELECTRONIC TECHNICAL SPECIALIST I
 ELECTRONIC TECHNICAL SPECIALIST II
 ELECTRONIC TECHNICAL SPECIALIST III
 ELECTRONICS MAINTENANCE/REPAIR ASSISTANT
 ELECTRONICS MAINTENANCE/REPAIR SPECIALIST
 ELECTRONICS SUPERVISOR
 ELECTRONICS TECHNICAL MANAGER

Workforce Profile Information:

Currently there are **101** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY AUTO WORKER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.71	\$18.90	48	15	50.50%



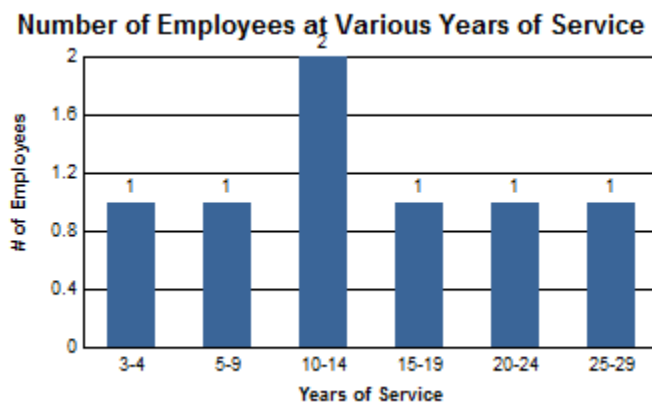
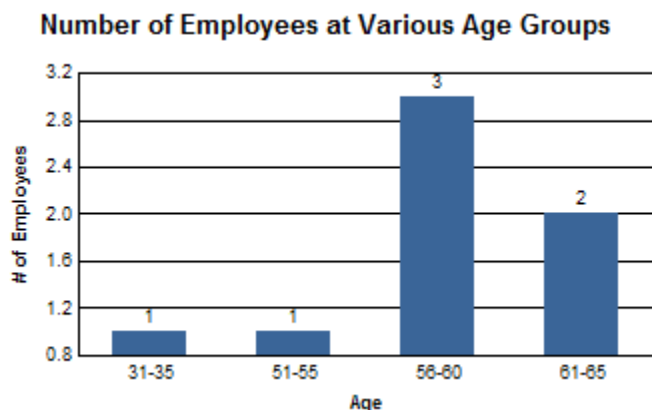
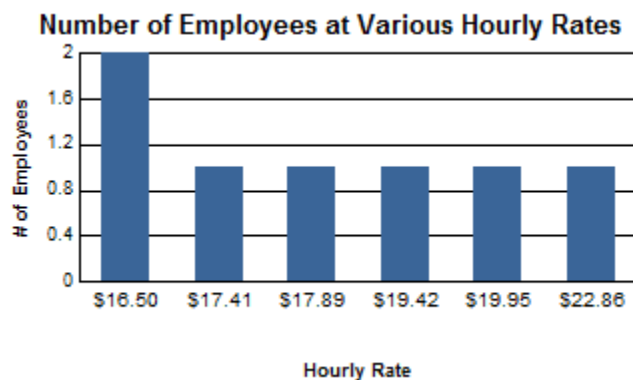
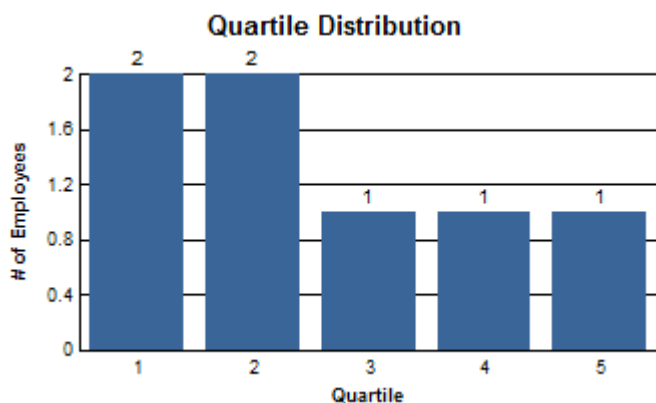
Job titles included in the JOURNEY AUTO WORKER benchmark:

APPRENTICE AUTO WORKER
 ASSISTANT DIRECTOR, FLEET OPERATIONS
 AUTOMOTIVE ASSISTANT
 AUTOMOTIVE SERVICE WORKER I
 AUTOMOTIVE SERVICE WORKER II
 DIRECTOR, DIVISION OF FLEET SERVICES
 EQUIPMENT OPERATIONS MANAGER
 EQUIPMENT SPECIALIST
 FLEET MANAGER
 FLEET SUPERVISOR
 JOURNEY AUTO WORKER
 LEAD AUTO WORKER
 SERVICE STATION OPERATOR
 SHOP MANAGER
 SHOP SUPERVISOR

Workforce Profile Information:

Currently there are **7** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY WELDER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.65	\$17.89	54	15	57.14%



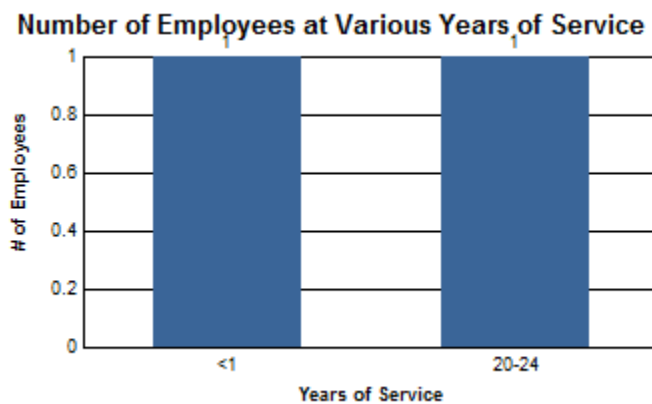
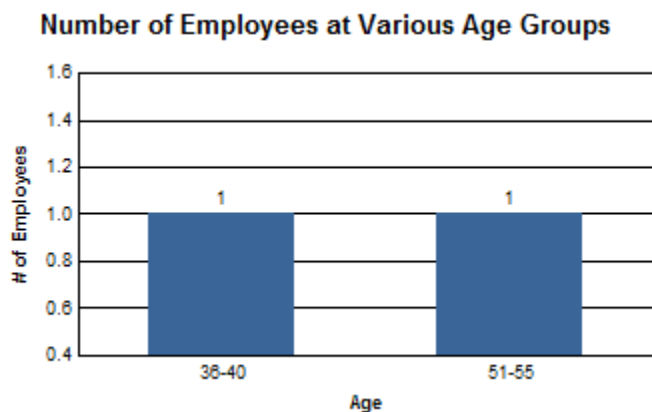
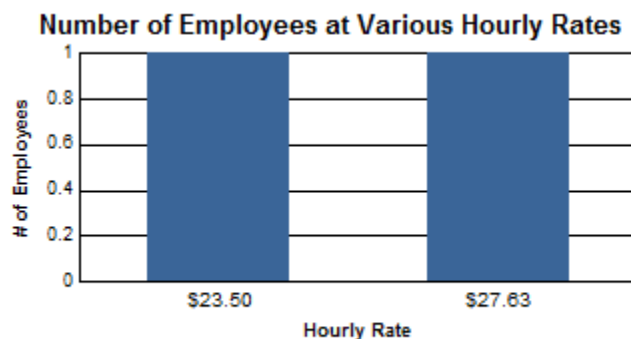
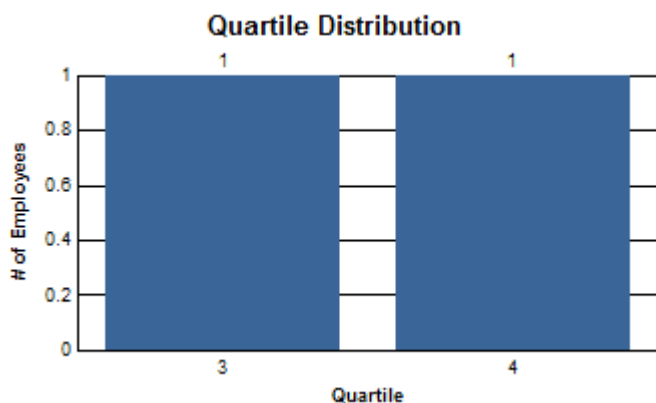
Job titles included in the JOURNEY WELDER benchmark:

APPRENTICE HIGHWAY SIGN SPECIALIST
 APPRENTICE WELDER
 JOURNEY HIGHWAY SIGN SPECIALIST
 JOURNEY MACHINIST
 JOURNEY WELDER
 LEAD WELDER

Workforce Profile Information:

Currently there are **2** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the AIRCRAFT MECHANIC job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.57	\$25.57	46	13	0.00%



Job titles included in the AIRCRAFT MECHANIC benchmark:

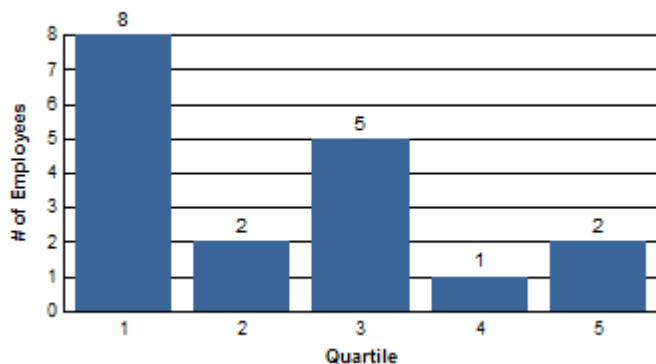
AIRCRAFT MAINTENANCE SUPERVISOR
AIRCRAFT MECHANIC

Workforce Profile Information:

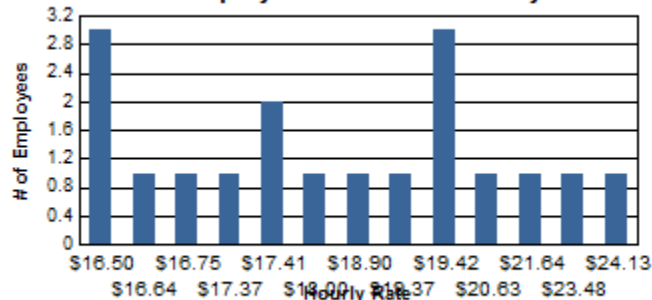
Currently there are **18** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY HEATING & AIR CONDITIONING SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.86	\$18.45	45	6	55.56%

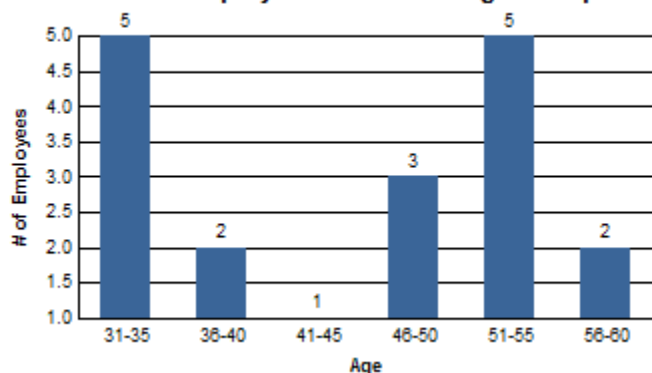
Quartile Distribution



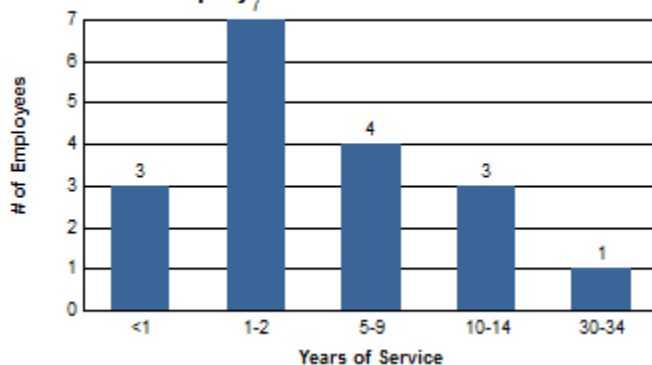
Number of Employees at Various Hourly Rates



Number of Employees at Various Age Groups



Number of Employees at Various Years of Service



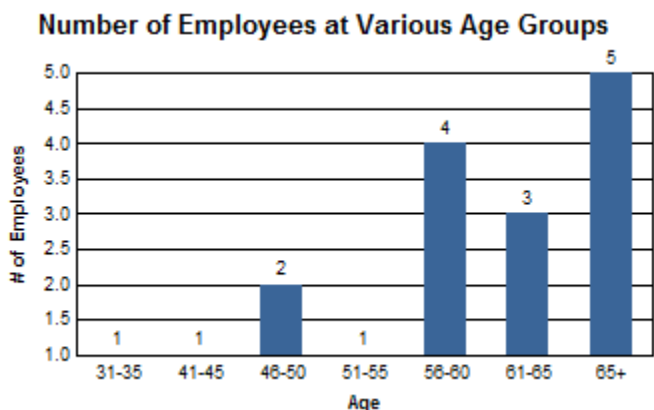
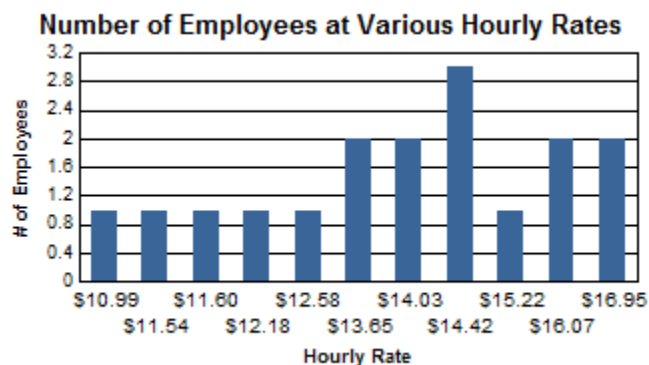
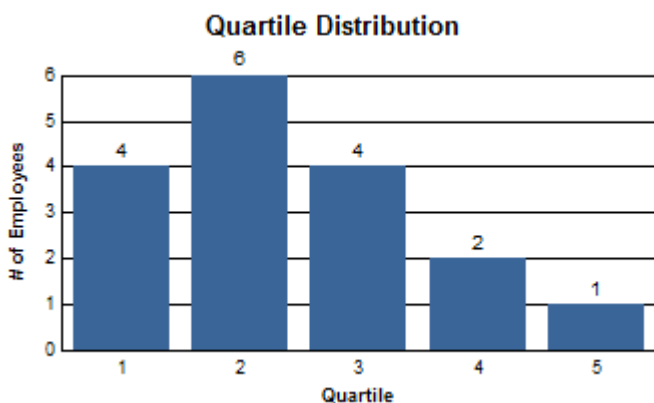
Job titles included in the JOURNEY HEATING & AIR CONDITIONING SPECIALIST benchmark

JOURNEY BOILER OPERATOR
 JOURNEY HEATING & AIR CONDITIONING SPECIALIST
 LEAD BOILER MECHANIC
 LEAD HEATING & AIR CONDITIONING SPECIALIST

Workforce Profile Information:

Currently there are **17** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the TRUCK DRIVER III job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.05	\$14.03	59	14	58.82%



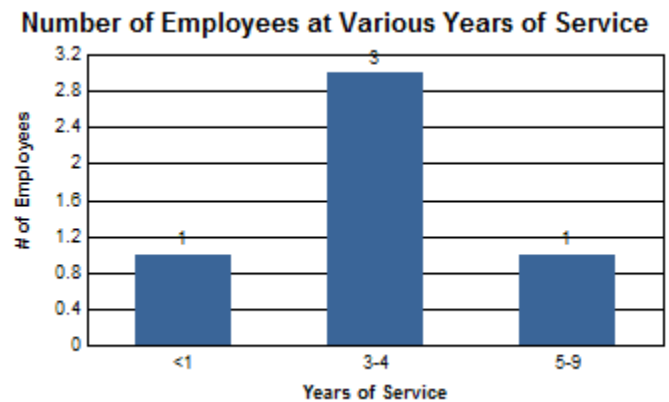
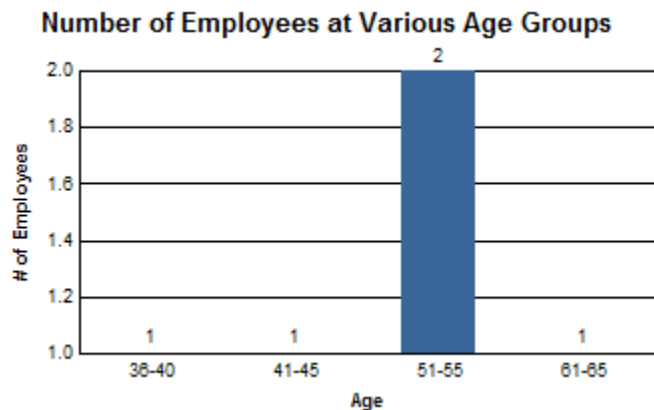
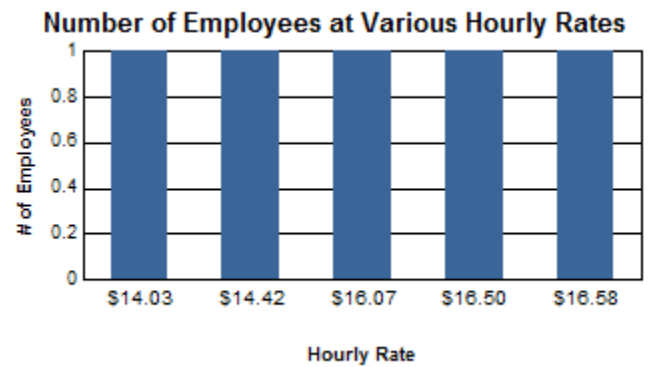
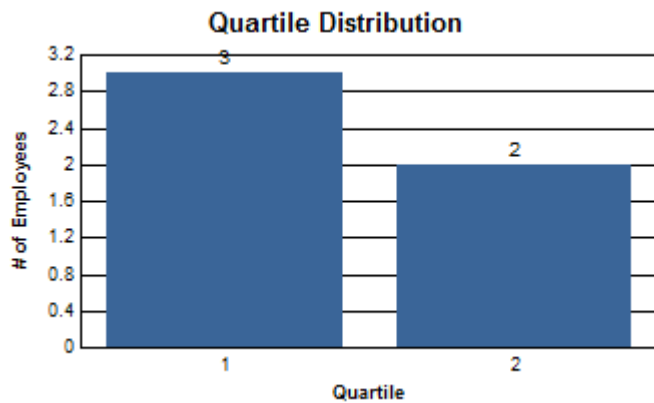
Job titles included in the TRUCK DRIVER III benchmark:

DRIVER
SCHOOL BUS DRIVER/DISABLED STUDENTS
TRUCK DRIVER I
TRUCK DRIVER II
TRUCK DRIVER III

Workforce Profile Information:

Currently there are **5** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JOURNEY HEAVY EQUIPMENT OPERATOR job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$15.52	\$16.07	49	4	100.00%



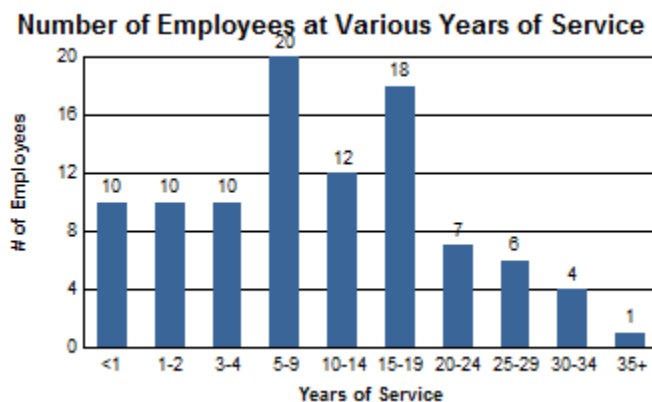
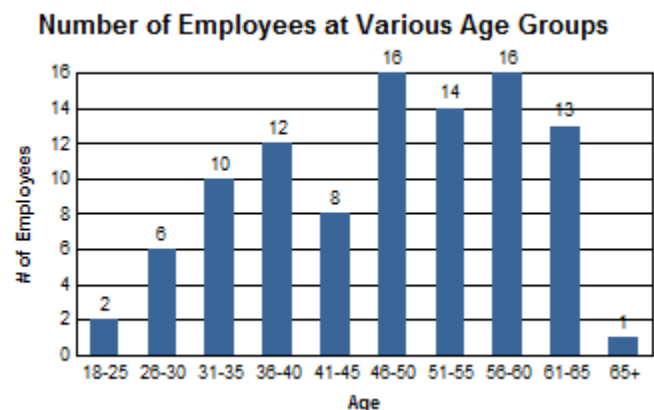
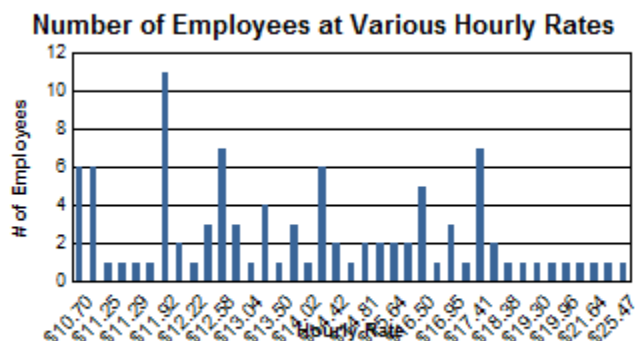
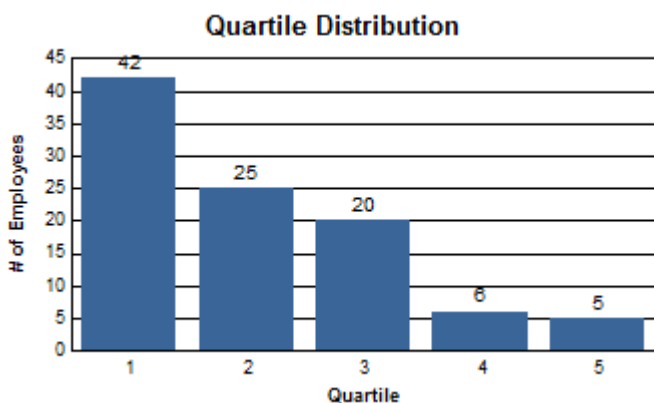
Job titles included in the JOURNEY HEAVY EQUIPMENT OPERATOR benchmark:

JOURNEY FISH TRANSPORTATION SPECIALIST
 JOURNEY HEAVY EQUIPMENT OPERATOR
 LEAD HEAVY EQUIPMENT OPERATOR

Workforce Profile Information:

Currently there are **98** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the WAREHOUSE WORKER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.32	\$13.58	48	12	68.37%



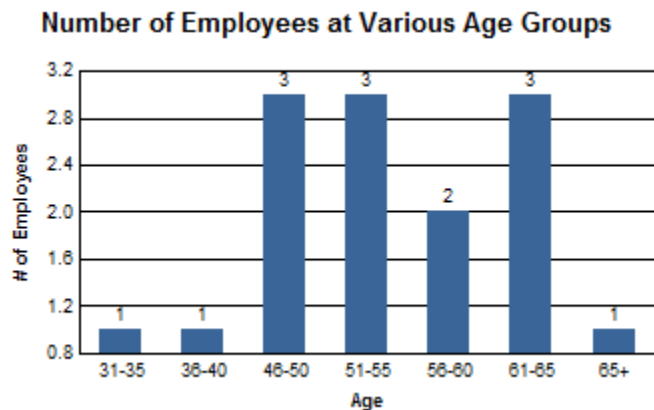
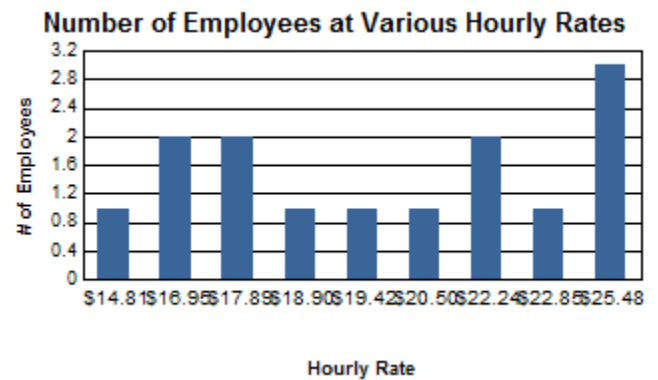
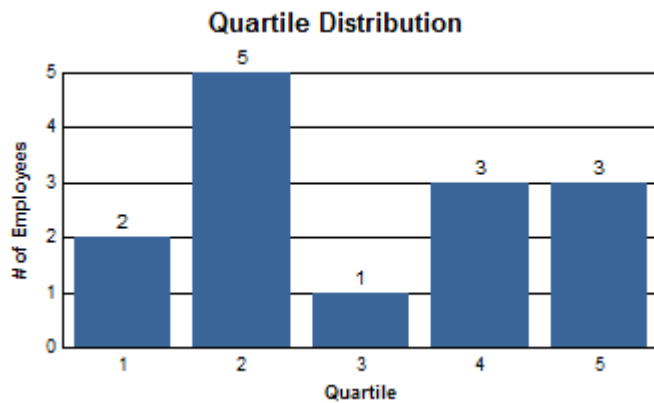
Job titles included in the WAREHOUSE WORKER II benchmark:

COMMODITY TECHNICIAN
 WAREHOUSE MANAGER
 WAREHOUSE SPECIALIST
 WAREHOUSE WORKER I
 WAREHOUSE WORKER II
 WAREHOUSE WORKER III
 WAREHOUSE/SURPLUS PROPERTY MANAGER

Workforce Profile Information:

Currently there are **14** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the COMPLIANCE SPECIALIST III, AGRICULTURE job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.51	\$19.96	53	15	50.00%



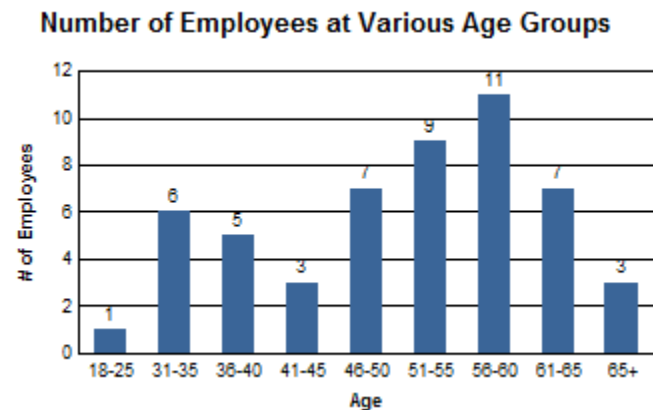
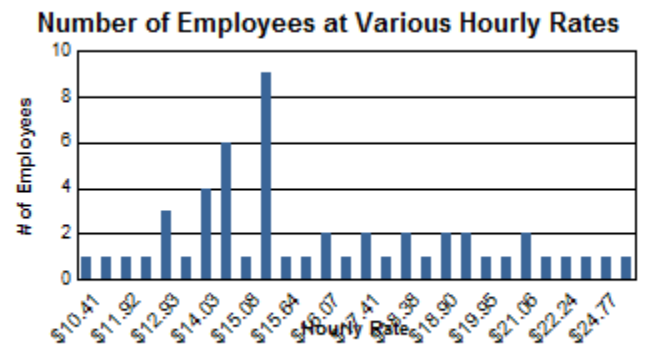
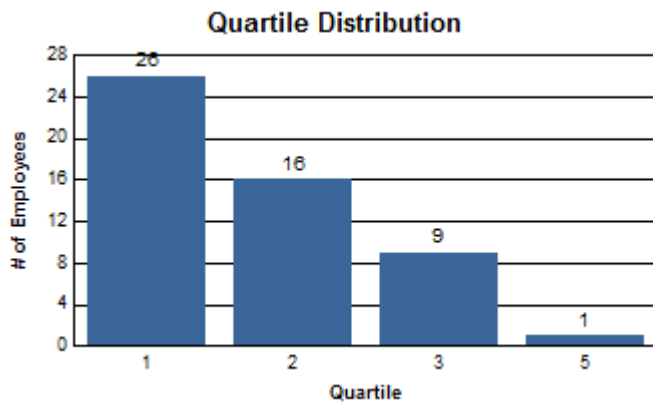
Job titles included in the COMPLIANCE SPECIALIST III, AGRICULTURE benchmark:

COMPLIANCE SPECIALIST I, AGRICULTURE
 COMPLIANCE SPECIALIST II, AGRICULTURE
 COMPLIANCE SPECIALIST III, AGRICULTURE
 COMPLIANCE SPECIALIST IV, AGRICULTURE
 ENVIRONMENTAL PRACTICES MANAGER, AGRICULTURE
 PIONEER TRAIL STATE PARK AGRICULTURE SUPERVISOR

Workforce Profile Information:

Currently there are **52** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the INSPECTOR III, AGRICULTURE job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$16.54	\$15.22	51	13	80.77%



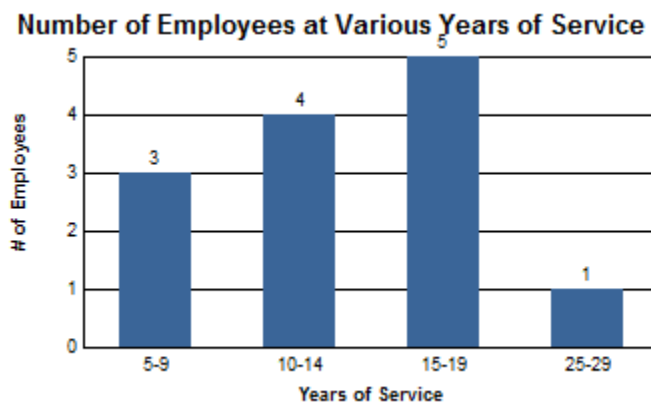
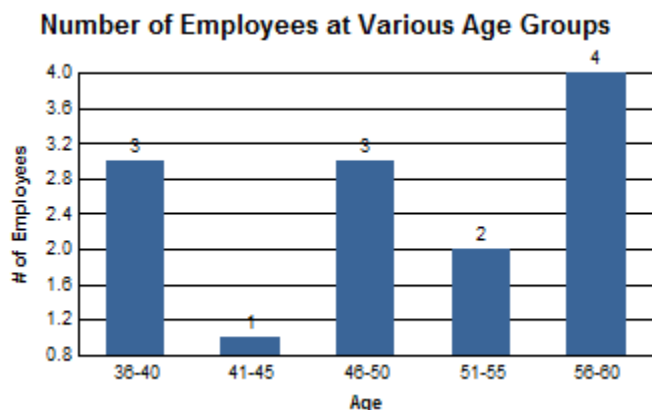
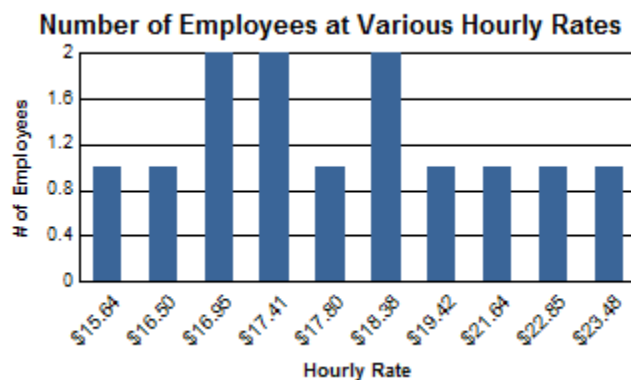
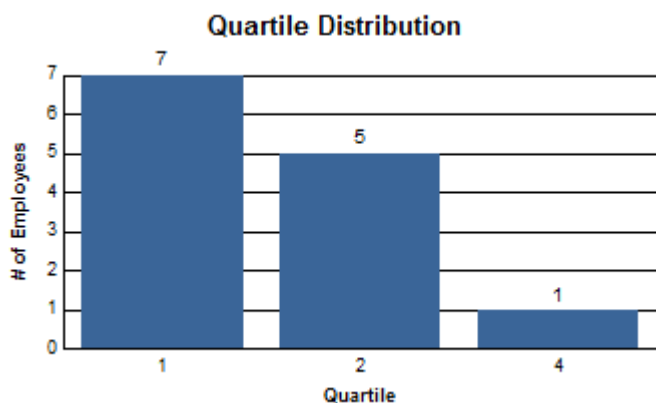
Job titles included in the INSPECTOR III, AGRICULTURE benchmark:

AGRICULTURE SUPERVISOR
 AGRICULTURE TECHNICIAN I
 AGRICULTURE TECHNICIAN II
 AGRICULTURE TECHNICIAN III
 ASSISTANT MANAGER, AGRICULTURE INSPECTION
 INSPECTOR I, AGRICULTURE
 INSPECTOR I, AGRICULTURE (COMP)
 INSPECTOR II, AGRICULTURE
 INSPECTOR III, AGRICULTURE
 INSPECTOR III, AGRICULTURE (COMP)
 INSPECTOR IV, AGRICULTURE
 MANAGER, AGRICULTURE INSPECTION

Workforce Profile Information:

Currently there are **13** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the WEIGHTS AND MEASURES INSPECTOR II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.68	\$17.80	50	14	92.31%



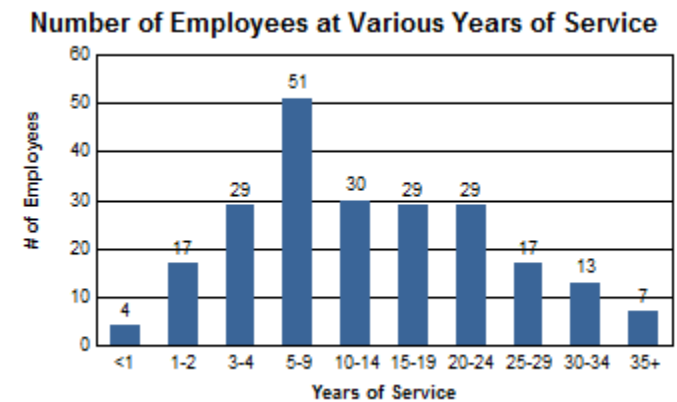
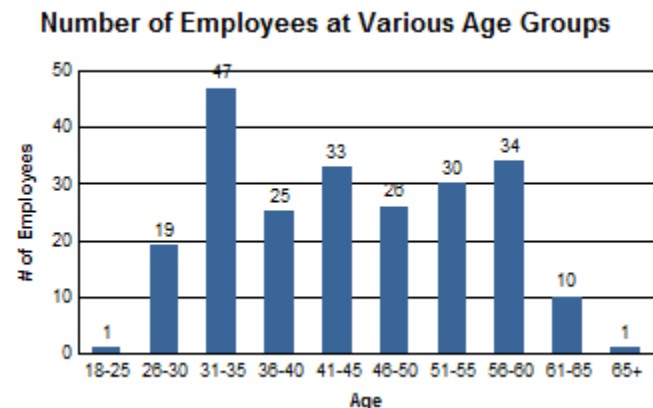
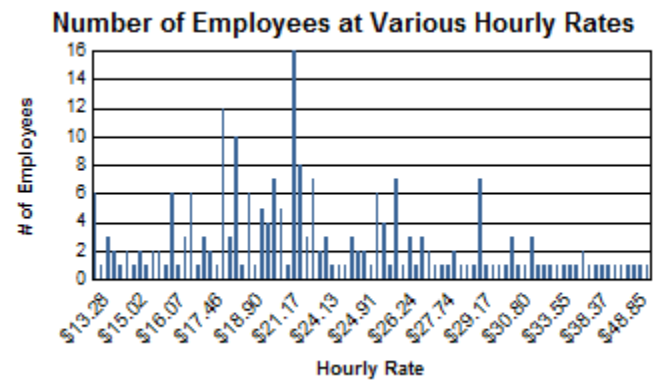
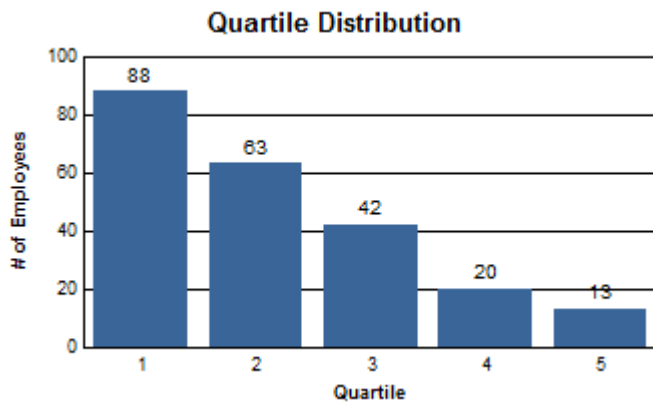
Job titles included in the WEIGHTS AND MEASURES INSPECTOR II benchmark:

MOTOR FUEL SPECIALIST
 STATE METROLOGIST
 WEIGHTS AND MEASURES INSPECTOR I
 WEIGHTS AND MEASURES INSPECTOR II
 WEIGHTS AND MEASURES PROGRAM MANAGER

Workforce Profile Information:

Currently there are **226** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the WILDLIFE BIOLOGIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$23.04	\$21.64	44	14	66.81%

**Job titles included in the WILDLIFE BIOLOGIST II benchmark:**

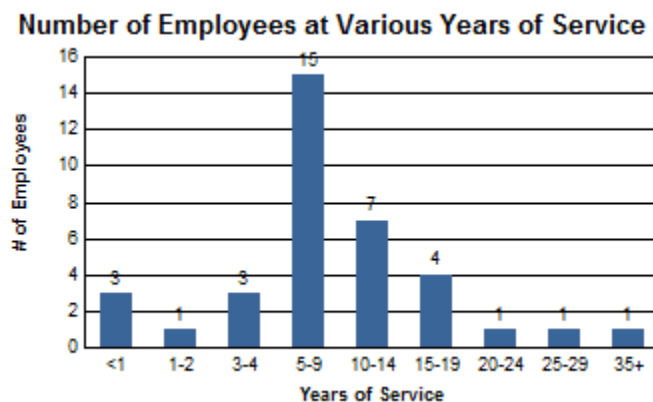
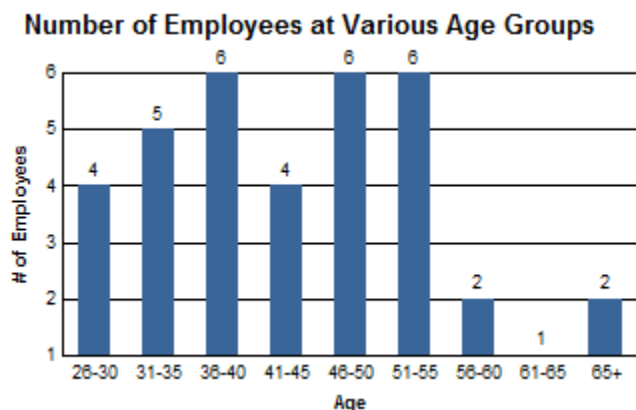
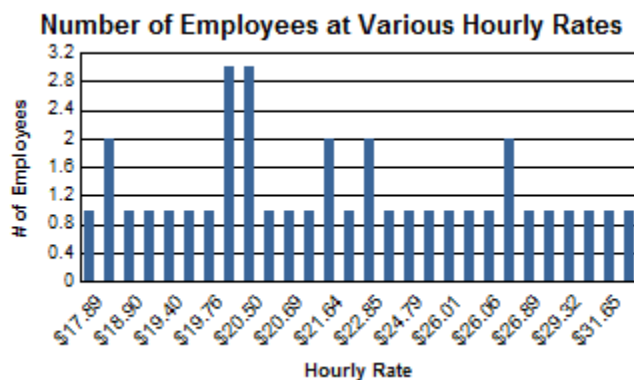
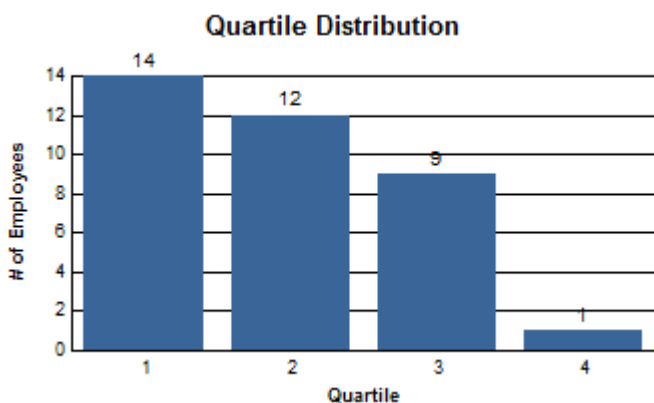
ASSISTANT DIRECTOR, WILDLIFE RESOURCES
 BIOLOGICAL AIDE
 DEPUTY DIRECTOR, WILDLIFE RESOURCES
 DIRECTOR, DIVISION OF WILDLIFE RESOURCES
 FISH PATHOLOGIST AND NUTRITIONIST
 GRAZING/RANGELAND BIOLOGIST
 GRAZING/RANGELAND COORDINATOR
 NATIONAL ENVIRONMENT POLICY ACT COORDINATOR
 PREDATORY ANIMAL CONTROL SPECIALIST
 WILDLIFE ASSISTANT SUPERVISOR I
 WILDLIFE BIOLOGIST I
 WILDLIFE BIOLOGIST II
 WILDLIFE BIOLOGIST III
 WILDLIFE BOARD/RAC COORDINATOR
 WILDLIFE COORDINATOR
 WILDLIFE PROGRAM CHIEF
 WILDLIFE PROGRAM MANAGER
 WILDLIFE RESOURCE EDUCATION SPECIALIST I
 WILDLIFE RESOURCE EDUCATION SPECIALIST II

WILDLIFE SPECIALIST
WILDLIFE SUPERVISOR I
WILDLIFE SUPERVISOR II
WILDLIFE TECHNICIAN I
WILDLIFE TECHNICIAN II

Workforce Profile Information:

Currently there are **36** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FORESTER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$23.53	\$21.64	45	10	72.22%



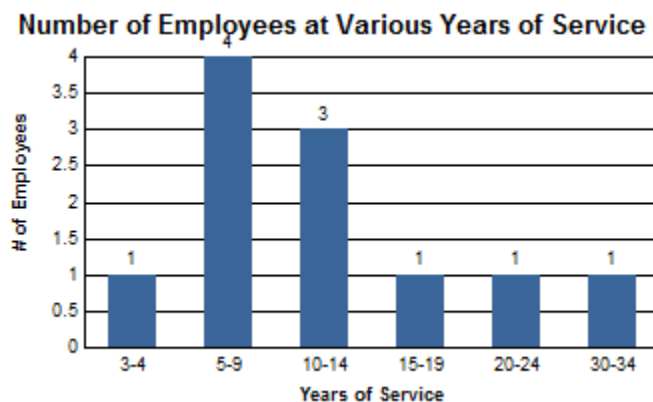
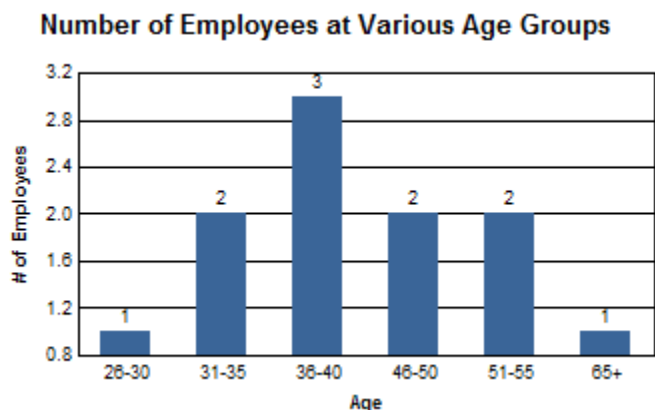
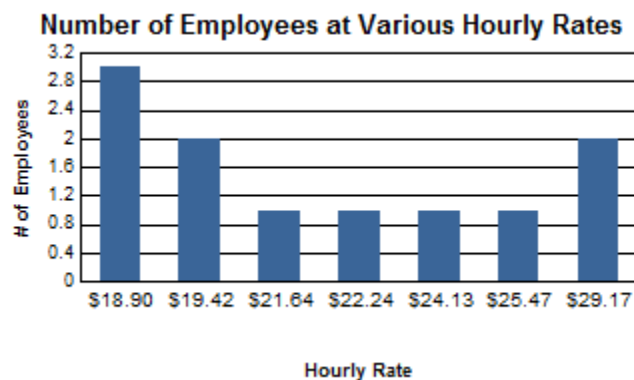
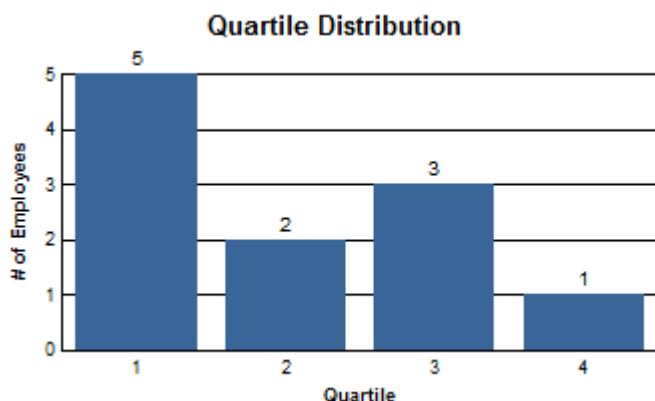
Job titles included in the FORESTER II benchmark:

DEPUTY DIRECTOR, FORESTRY, FIRE & STATE LANDS
 FIRE TECHNICIAN I
 FIRE TECHNICIAN II
 FIRE TECHNICIAN III
 FIRE TECHNICIAN IV
 FORESTER I
 FORESTER II
 FORESTRY PROGRAM COORDINATOR I
 FORESTRY PROGRAM COORDINATOR II
 FORESTRY PROGRAM COORDINATOR III
 FORESTRY TECHNICIAN
 FORESTRY, FIRE & LANDS ADMINISTRATOR
 LANDS COORDINATOR
 ST FORESTER/DIR, DIV, FORESTRY FIRE & STATE

Workforce Profile Information:

Currently there are **11** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the GOLF PROFESSIONAL job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.49	\$21.64	44	13	63.64%



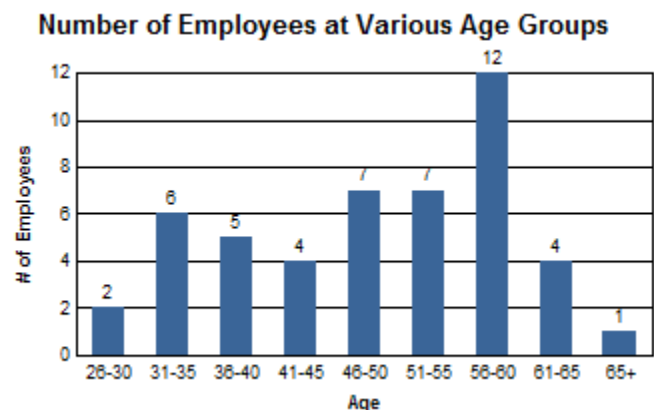
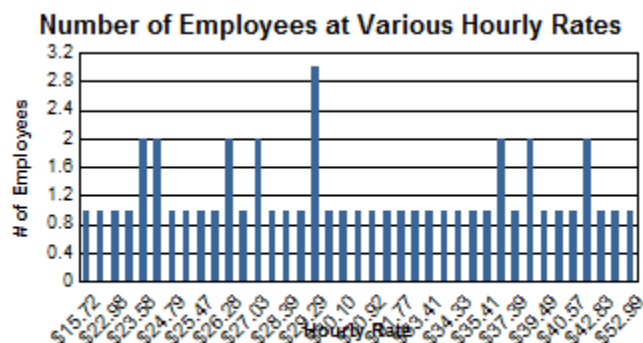
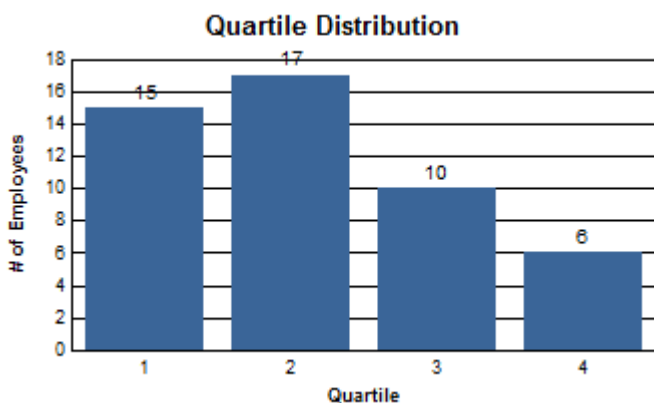
Job titles included in the GOLF PROFESSIONAL benchmark:

ASSISTANT GOLF PROFESSIONAL
 GOLF COURSE STARTER
 GOLF COURSE SUPERINTENDENT I
 GOLF COURSE SUPERINTENDENT II
 GOLF PROFESSIONAL

Workforce Profile Information:

Currently there are **48** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PROJECT GEOLOGIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$31.38	\$29.71	49	13	66.67%



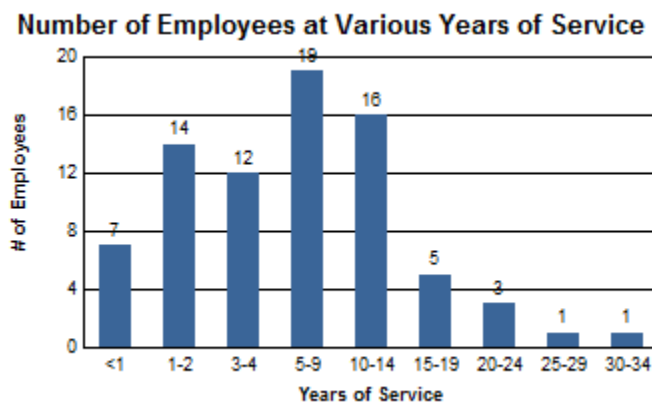
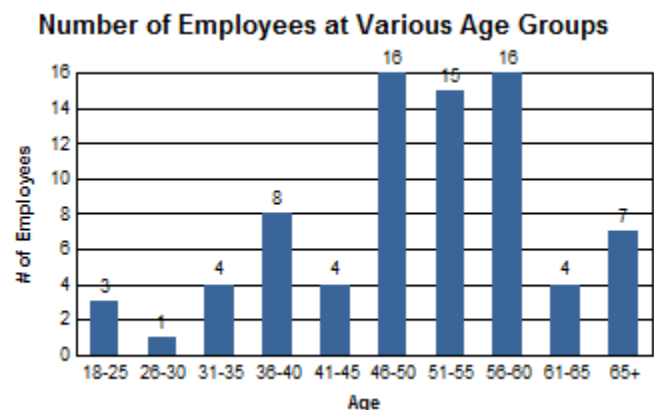
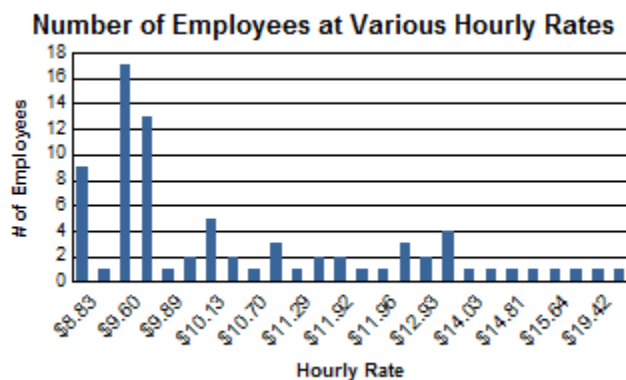
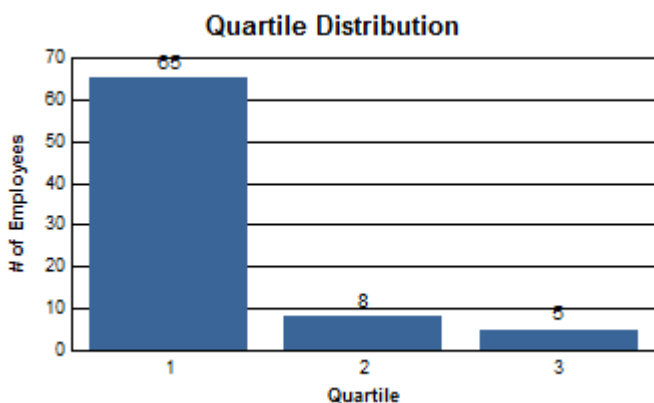
Job titles included in the PROJECT GEOLOGIST benchmark:

ASSOCIATE DIRECTOR, DEVELOPMENT
 DEPUTY DIRECTOR, UTAH GEOLOGICAL SURVEY
 GEOLOGIC PROGRAM MANAGER/SENIOR SCIENTIST
 GEOLOGICAL TECHNICIAN
 GEOLOGIST
 PALEONTOLOGY ASSISTANT
 PROJECT GEOLOGIST
 SENIOR GEOLOGICAL TECHNICIAN
 SENIOR GEOLOGIST
 STATE GEOLOGIST/DIRECTOR, UTAH GEOLOGICAL

Workforce Profile Information:

Currently there are **78** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FOOD SERVICE WORKER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$11.00	\$9.86	51	8	93.59%



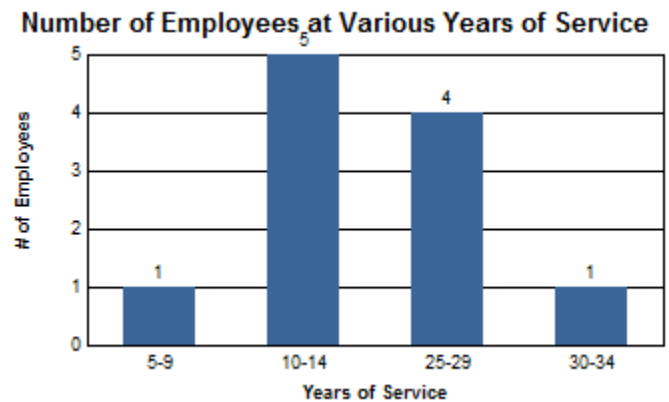
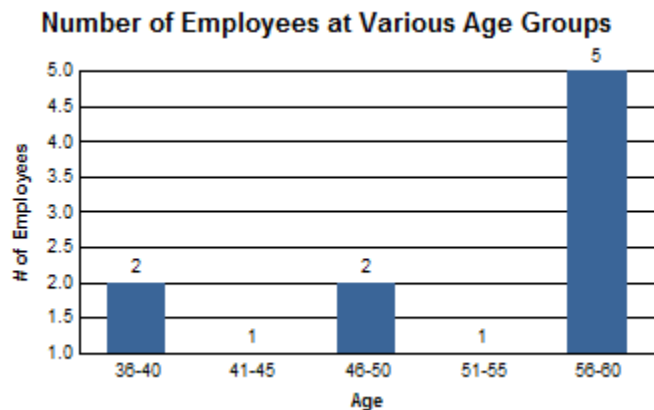
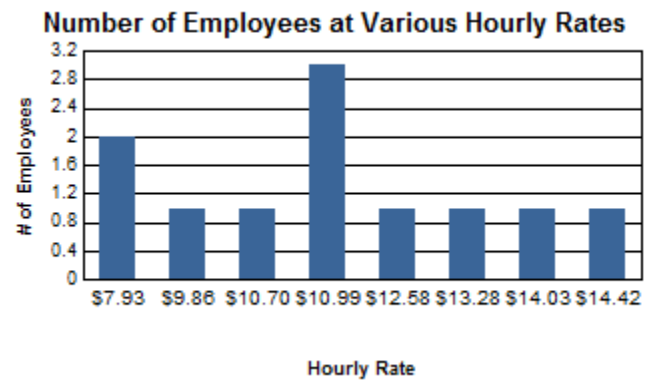
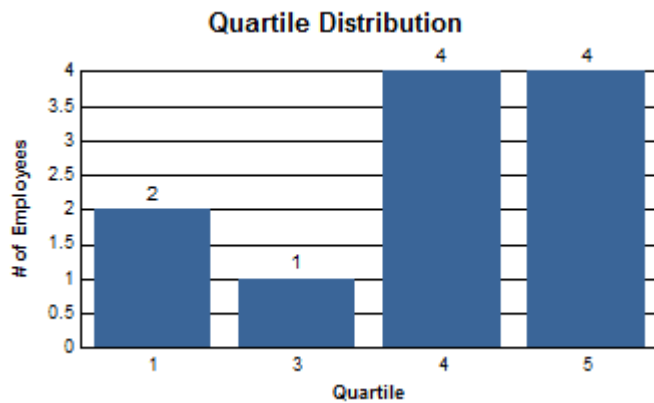
Job titles included in the FOOD SERVICE WORKER II benchmark:

DIET TECHNICIAN
 FOOD SERVICE MANAGER
 FOOD SERVICE SUPERVISOR I
 FOOD SERVICE SUPERVISOR II
 FOOD SERVICE WORKER I
 FOOD SERVICE WORKER II
 FOOD SERVICE WORKER III

Workforce Profile Information:

Currently there are 11 classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the LAUNDRY WORKER/SEAMSTRESS job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$11.25	\$10.99	51	19	18.18%



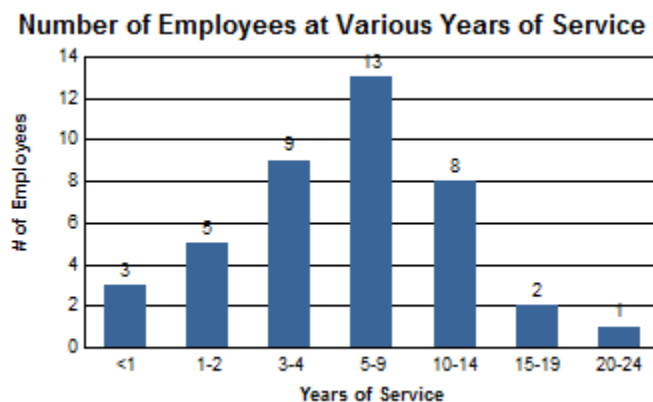
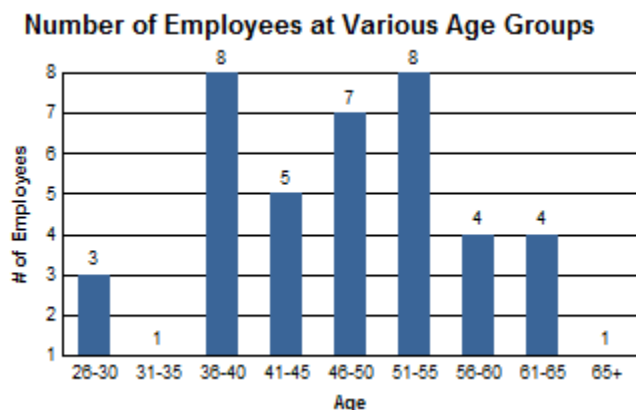
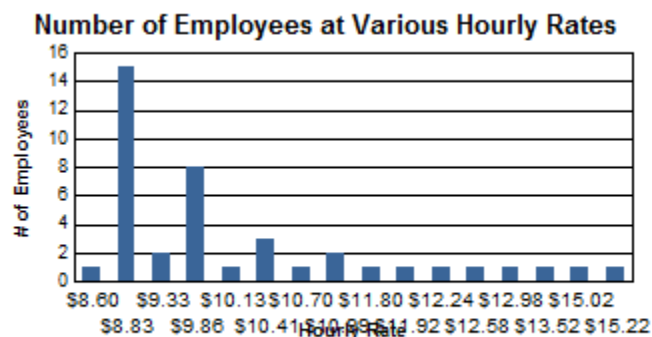
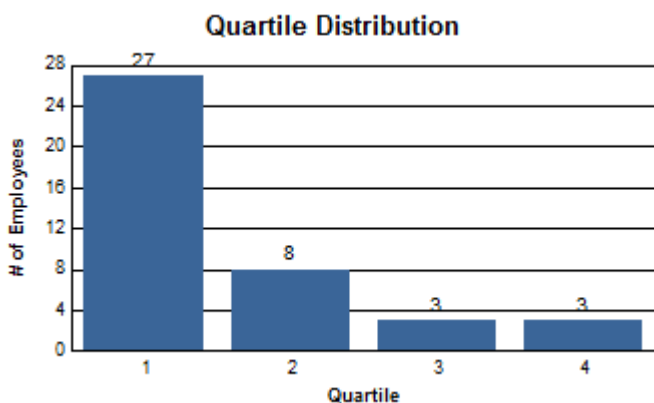
Job titles included in the LAUNDRY WORKER/SEAMSTRESS benchmark:

LAUNDRY PRODUCTION MANAGER
LAUNDRY WORKER/SEAMSTRESS
SEAMSTRESS/MALL CLERK
SENIOR LAUNDRY WORKER

Workforce Profile Information:

Currently there are **41** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CUSTODIAN I job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$10.19	\$9.86	48	7	85.37%



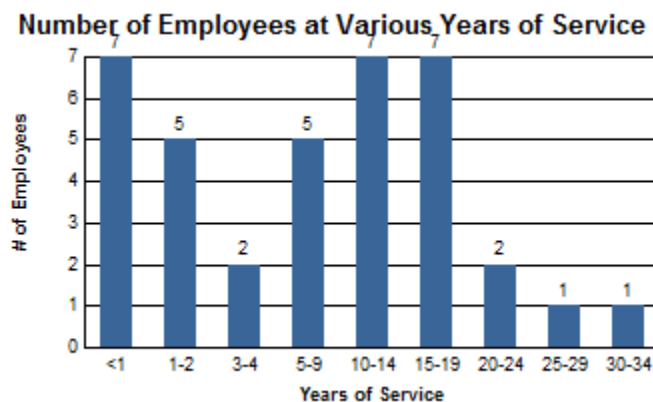
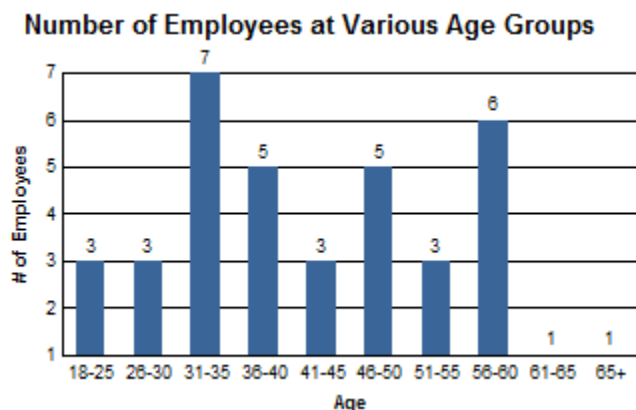
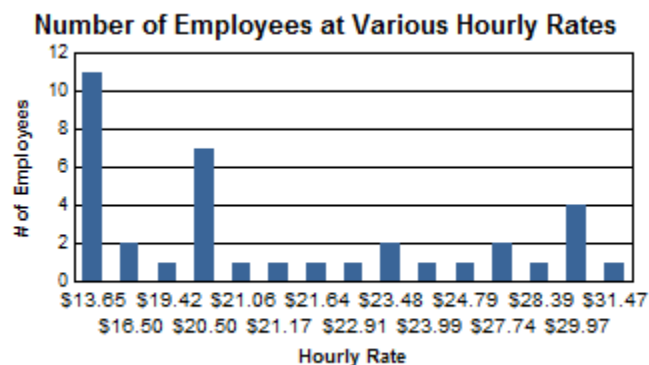
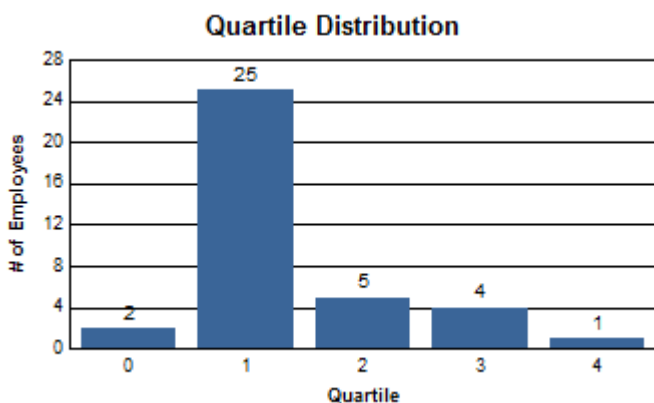
Job titles included in the CUSTODIAN I benchmark:

CUSTODIAL SUPERVISOR
CUSTODIAN I
CUSTODIAN II
HOUSEKEEPING/LAUNDRY MANAGER

Workforce Profile Information:

Currently there are **37** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the FIRE SAFETY SPECIALIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.64	\$20.50	43	10	81.08%



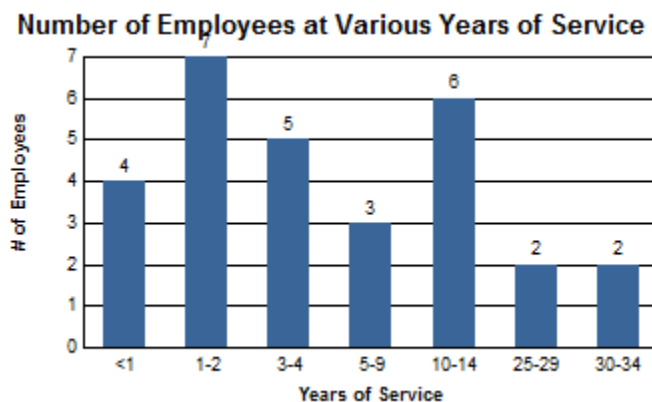
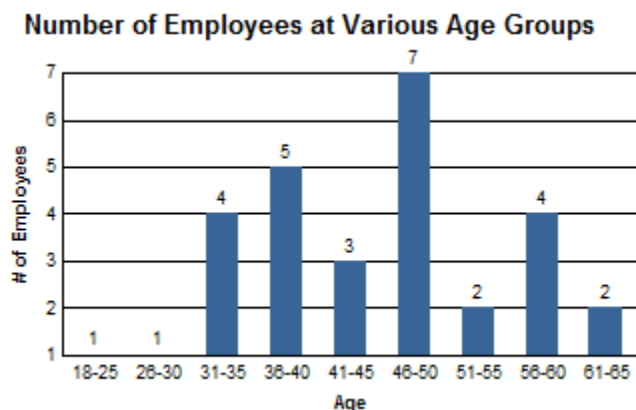
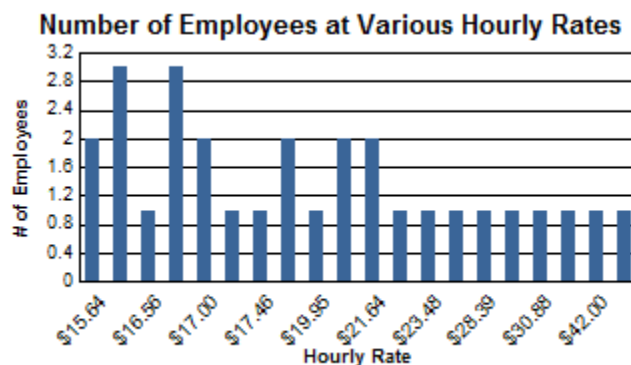
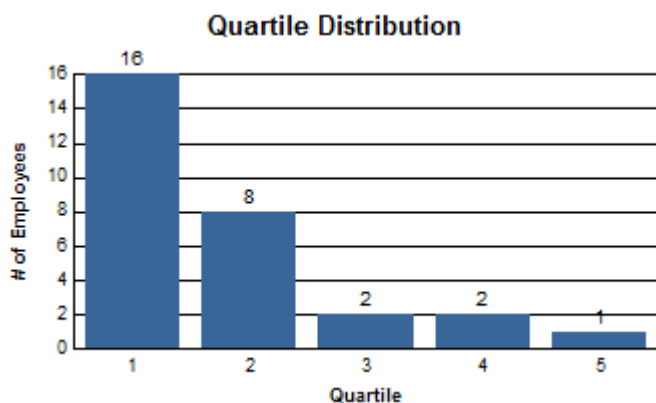
Job titles included in the FIRE SAFETY SPECIALIST II benchmark:

DEPUTY FIRE CHIEF
 DEPUTY FIRE MARSHAL
 FIRE FIGHTER CREW CHIEF, NATIONAL GUARD
 FIRE FIGHTER DRIVER/OPERATOR, NATIONAL GUARD
 FIRE FIGHTER I, NATIONAL GUARD
 FIRE FIGHTER II, NATIONAL GUARD
 FIRE FIGHTER III, NATIONAL GUARD
 FIRE FIGHTER SHIFT LEADER, NATIONAL GUARD
 FIRE PROTECTION ENGINEER
 FIRE SAFETY AND TRAINING COORDINATOR
 FIRE SAFETY SPECIALIST I
 FIRE SAFETY SPECIALIST II

Workforce Profile Information:

Currently there are **29** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ANTI-DISCRIMINATION AGENT job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$22.14	\$17.89	45	9	82.76%



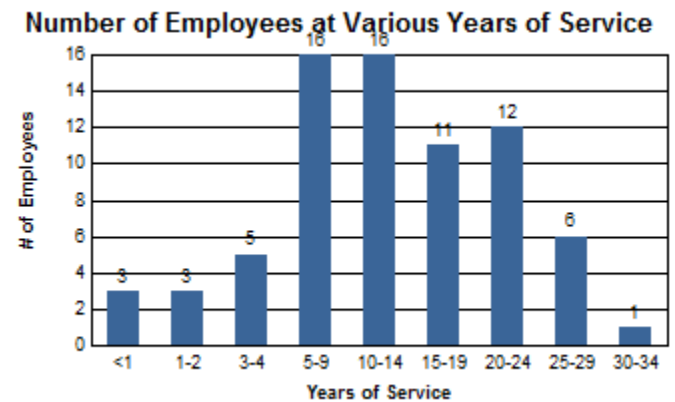
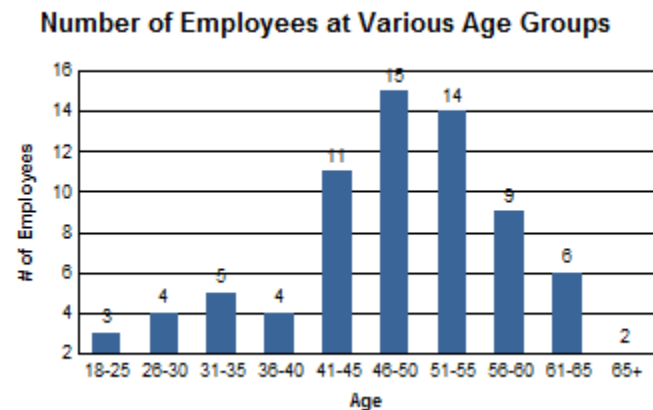
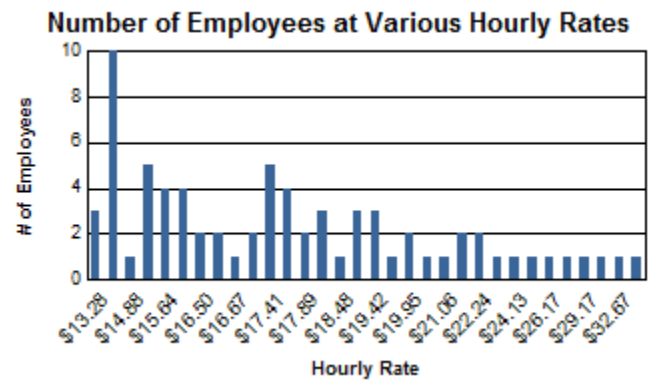
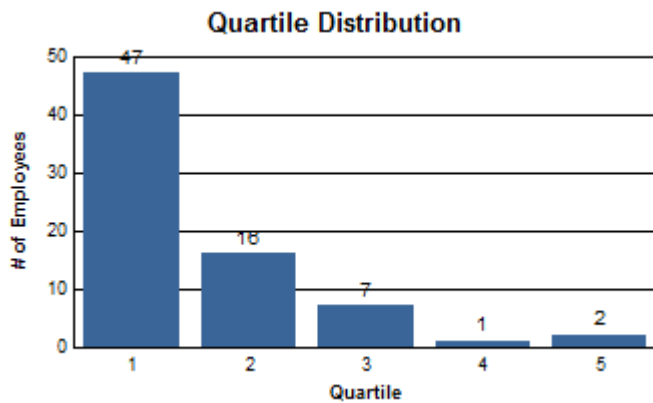
Job titles included in the ANTI-DISCRIMINATION AGENT benchmark:

ANTI-DISCRIMINATION AGENT
CASE MANAGER, EMPLOYMENT DISCRIMINATION
COMPLIANCE MANAGER
COMPLIANCE SPECIALIST
DEPUTY COMMISSIONER, LABOR COMMISSION
DIRECTOR, ANTIDISCRIMINATION AND LABOR DIVISION
LABOR COMMISSION PROGRAM MANAGER
LABOR COMMISSION SPECIALIST
SENIOR ANTI-DISCRIMINATION AGENT

Workforce Profile Information:

Currently there are **73** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the MOTOR CARRIER SPECIALIST II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$18.43	\$17.41	47	14	86.30%



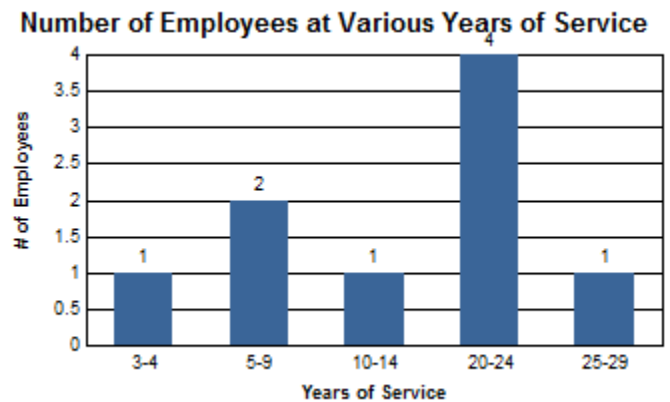
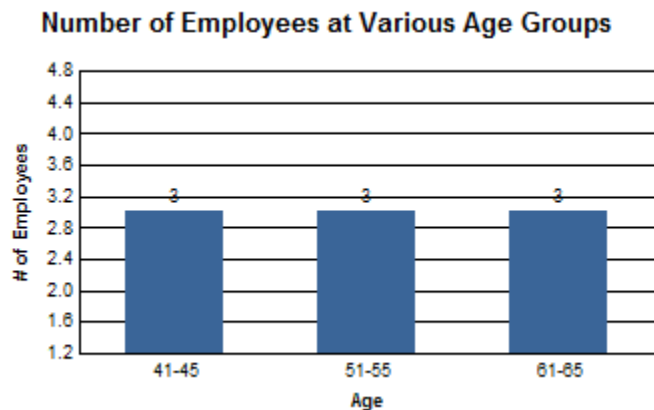
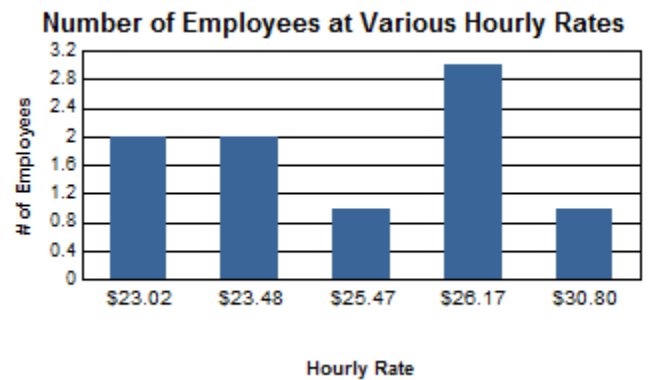
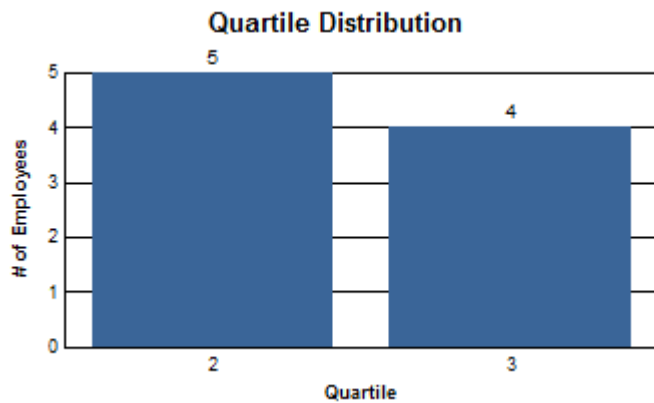
Job titles included in the MOTOR CARRIER SPECIALIST II benchmark:

DIRECTOR, MOTOR CARRIERS
 MOTOR CARRIER OPERATIONS MANAGER
 MOTOR CARRIER PROGRAM COORDINATOR
 MOTOR CARRIER SPECIALIST I
 MOTOR CARRIER SPECIALIST II
 MOTOR CARRIER SPECIALIST III
 MOTOR CARRIER SPECIALIST IV

Workforce Profile Information:

Currently there are **9** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the ELEVATOR/BOILER INSPECTOR job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$25.31	\$25.47	54	16	55.56%



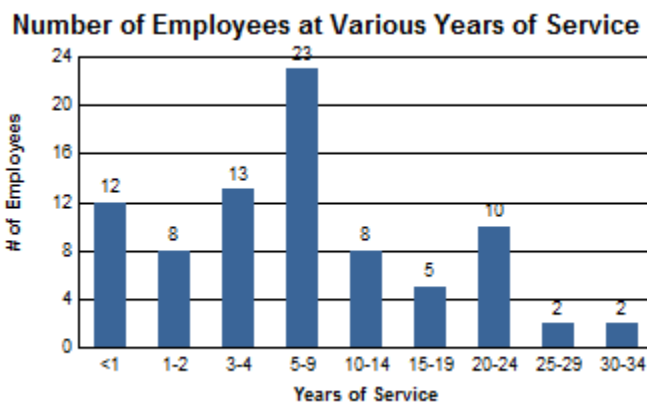
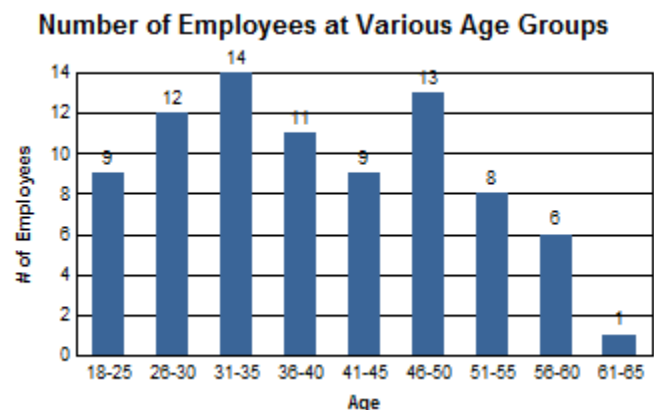
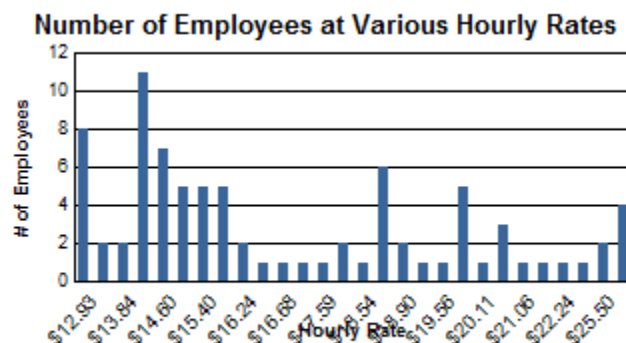
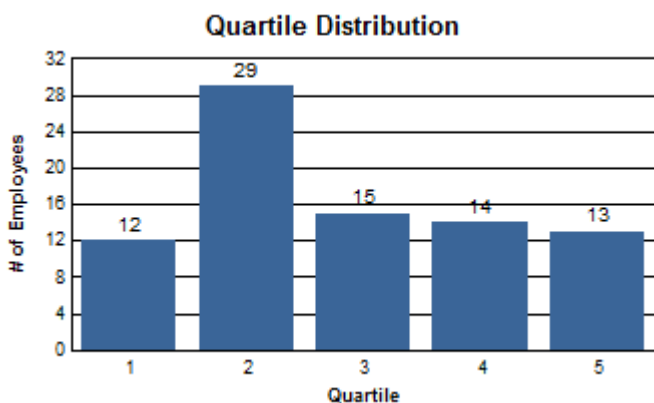
Job titles included in the ELEVATOR/BOILER INSPECTOR benchmark:

CHIEF ELEVATOR/BOILER INSPECTOR
 ELEVATOR/BOILER INSPECTOR
 SENIOR ELEVATOR/BOILER INSPECTOR

Workforce Profile Information:

Currently there are **83** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the COMMUNICATIONS SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$17.18	\$15.81	39	9	49.40%



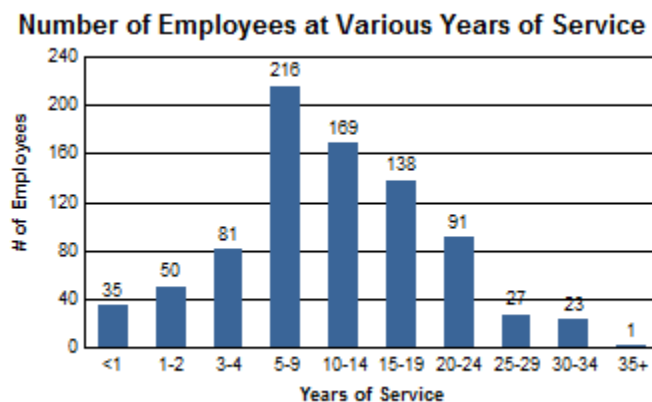
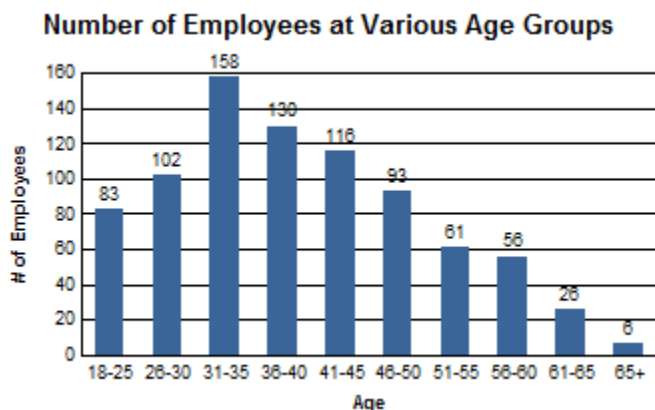
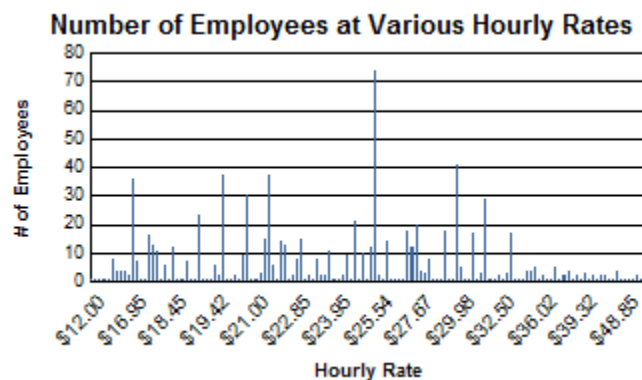
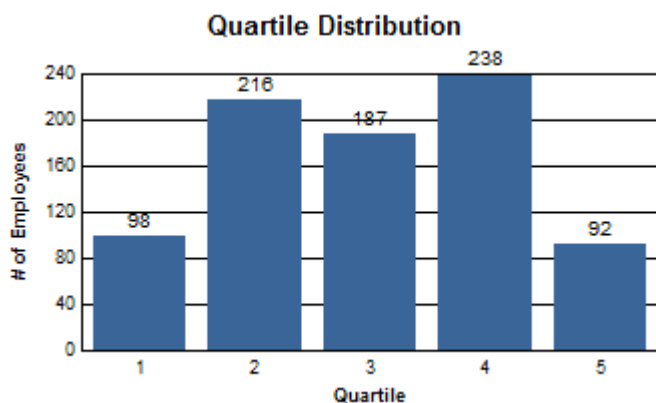
Job titles included in the COMMUNICATIONS SPECIALIST benchmark:

COMMUNICATIONS SPECIALIST
 DPS COMMUNICATIONS MANAGER
 DPS COMMUNICATIONS SUPERVISOR
 RADIO DISPATCHER
 SECURITY CONTROL CENTER OPERATOR
 SECURITY CONTROL CENTER OPERATOR
 TRAFFIC CONTROL OPERATOR I
 TRAFFIC CONTROL OPERATOR II
 TRAFFIC CONTROL OPERATOR III

Workforce Profile Information:

Currently there are **831** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the OFFICER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.91	\$24.20	38	12	37.79%



Job titles included in the OFFICER benchmark:

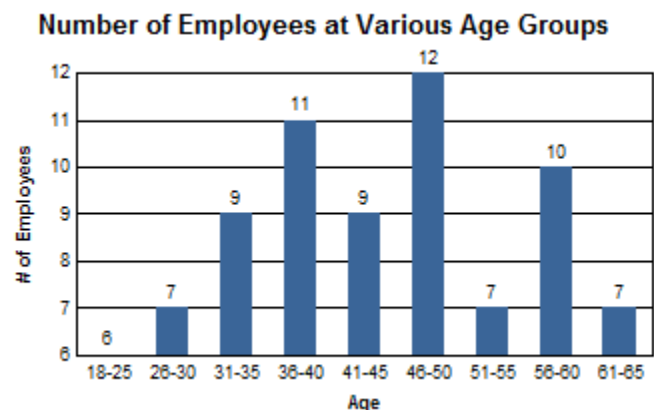
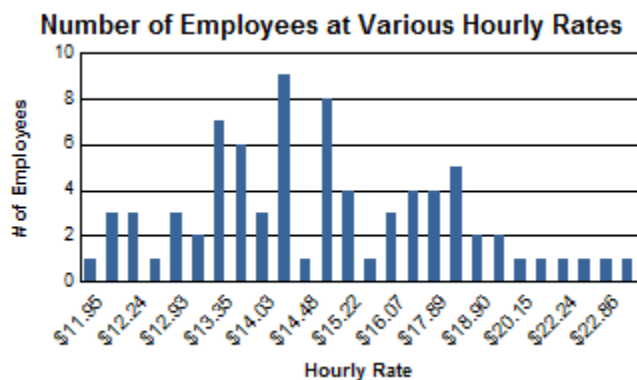
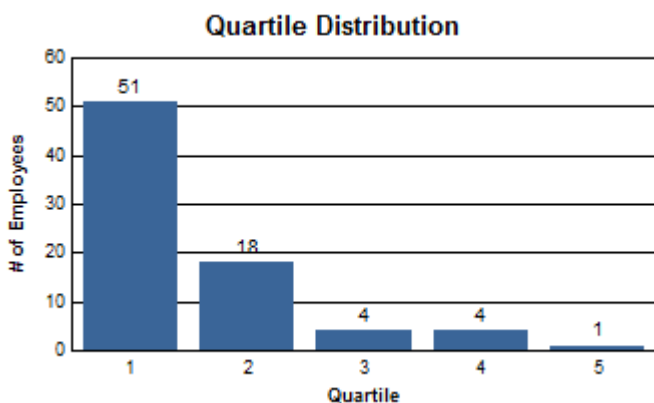
AD/AR PUBLIC SAFETY BUREAU DIRECTOR
 ASSISTANT DIVISION DIRECTOR I
 ASSISTANT DIVISION DIRECTOR II, PUBLIC SAFETY
 ASSISTANT PARK MANAGER
 ASSISTANT PARK MANAGER, POST
 ASSOCIATE DIRECTOR, PARKS OPERATIONS/DEVELOP
 CAPTAIN
 CAPTAIN, PUBLIC SAFETY
 CAPTAIN--DNR
 CHIEF SECURITY & ENFORCEMENT OFFICER - USH
 CONSERVATION OFFICER I
 CONSERVATION OFFICER II
 CONTROL CENTER SUPERVISOR
 DEPUTY COMMISSIONER, PUBLIC SAFETY
 DEPUTY DIRECTOR, COMMERCE
 DEPUTY PARK RANGER
 DIRECTOR, DIVISION OF INVESTIGATIONS
 DIRECTOR, DIVISION OF PARKS AND RECREATION
 DIVISION DIRECTOR I, PUBLIC SAFETY

DIVISION DIRECTOR II, PUBLIC SAFETY
DIVISION DIRECTOR, COMMERCE
FRAUD INVESTIGATION SUPERVISOR - POST
INVESTIGATOR I, POST
INVESTIGATOR II, POST
INVESTIGATOR III, POST
INVESTIGATOR IV, POST
LAW ENFORCEMENT CHIEF
LAW ENFORCEMENT DIRECTOR, DNR
LIEUTENANT
LIEUTENANT--DNR
MANAGER I, COMMERCE
MANAGER II, COMMERCE
OFFICER
PARK MANAGER I
PARK MANAGER I, POST
PARK MANAGER II
PARK MANAGER II, POST
PARK MANAGER III
PARK MANAGER III, POST
PARK RANGER I
PARK RANGER I, POST
PARK RANGER II
PARK RANGER II, POST
PARKS PROGRAM MANAGER
PARKS PROGRAM MANAGER, POST
PARKS REGIONAL MANAGER
POLICE CORPS BUREAU CHIEF-APPOINTED
SAFETY INSPECTOR
SECURITY & ENFORCEMENT OFFICER - USH
SECURITY OFFICER
SECURITY SPECIALIST, NATIONAL GUARD
SERGEANT
SUPERINTENDENT. UTAH HIGHWAY PATROL
TRAINING SPECIALIST

Workforce Profile Information:

Currently there are **78** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CRIMINAL INFORMATION SPECIALIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$15.51	\$14.65	44	11	88.46%



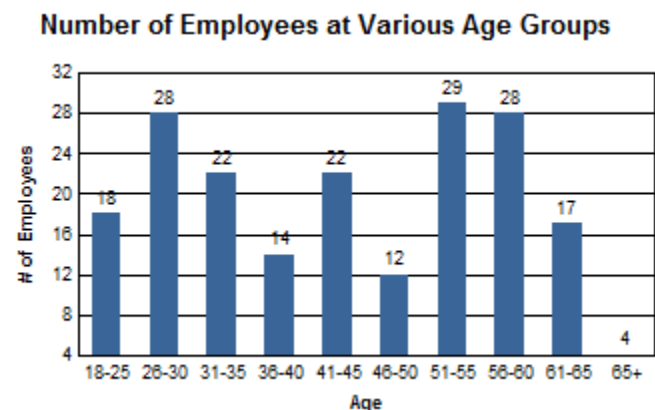
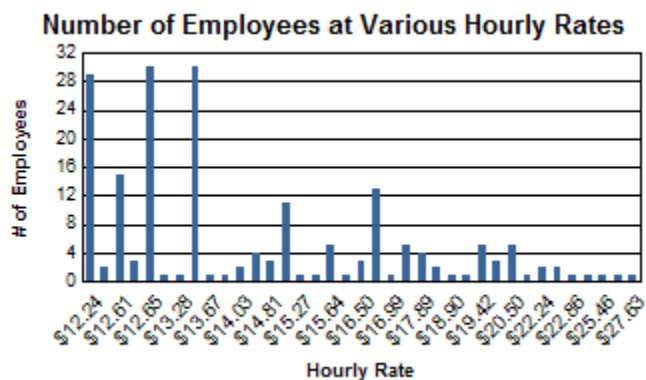
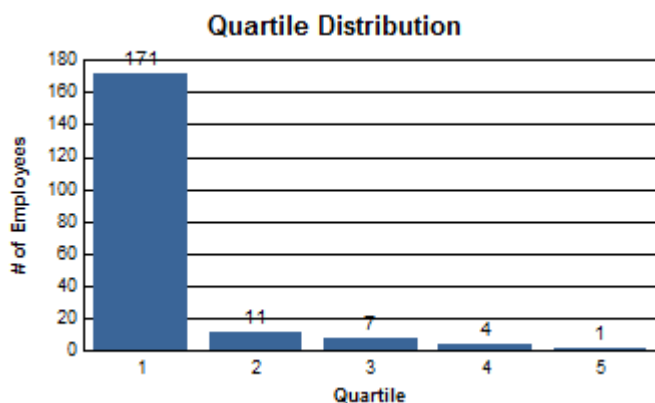
Job titles included in the CRIMINAL INFORMATION SPECIALIST benchmark:

CHIEF MEDICAL EXAMINER INVESTIGATOR
 CORRL INTERSTATE COMPACT COORDINATOR
 CRIMINAL INFO COMPLIANCE SPEC
 CRIMINAL INFORMATION SPECIALIST
 CRIMINAL INFORMATION TECH I
 CRIMINAL INFORMATION TECH II
 FIELD SERVICE MANAGER, BCI
 MEDICAL EXAMINER INVESTIGATOR
 SECTION SUPERVISOR, BCI

Workforce Profile Information:

Currently there are **194** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the DRIVER LICENSE EXAMINER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$14.90	\$13.65	44	9	93.81%

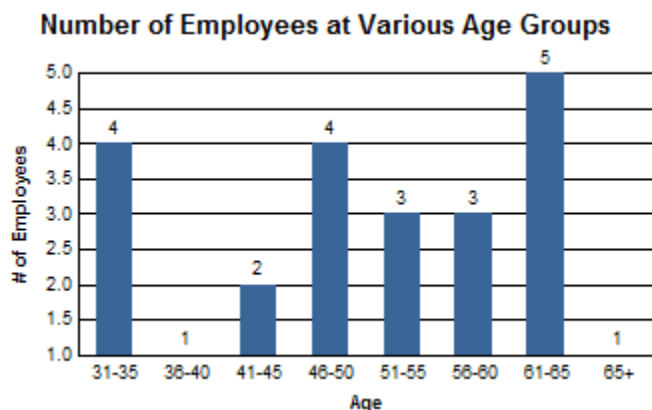
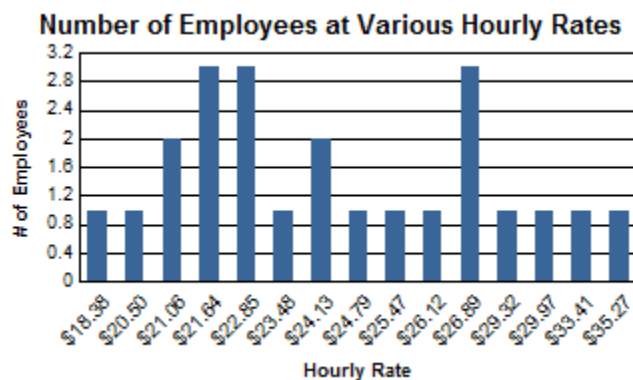
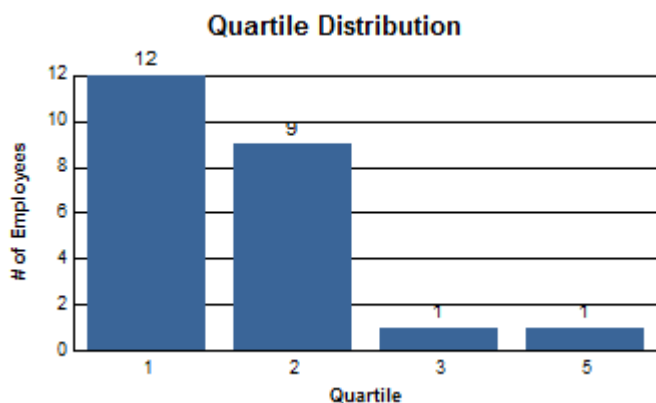
**Job titles included in the DRIVER LICENSE EXAMINER benchmark:**

COMMERCIAL DRIVER LICENSE EXAMINER
 DRIVER LICENSE ASSISTANT SUPERVISOR
 DRIVER LICENSE EXAMINER
 DRIVER LICENSE EXAMINER-UNCERTIFIED-APPOINTED
 DRIVER LICENSE EXAMINING TECHNICIAN
 DRIVER LICENSE FIELD SUPERVISOR
 DRIVER LICENSE LEAD EXAMINER
 DRIVER LICENSE MANAGER
 DRIVER LICENSE PROGRAM COORDINATOR
 DRIVER LICENSE SUPERVISOR
 HEARING OFFICER, DRIVER LICENSE DIVISION
 PUBLIC SAFETY BUREAU CHIEF, DRIVER LICENSE

Workforce Profile Information:

Currently there are **23** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the EMERGENCY PREP PLANNER II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$24.84	\$24.13	51	13	91.30%



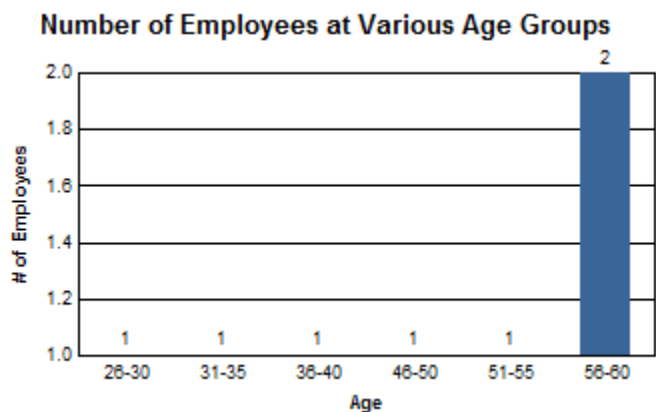
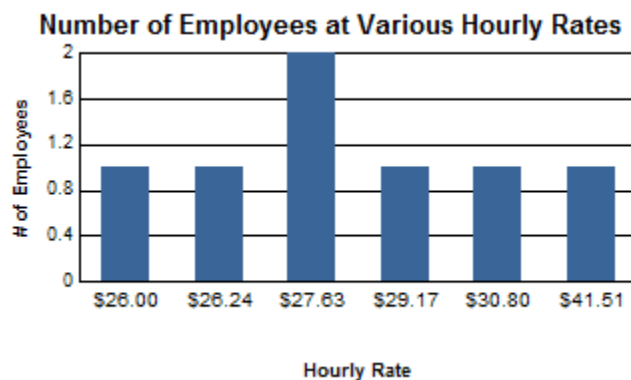
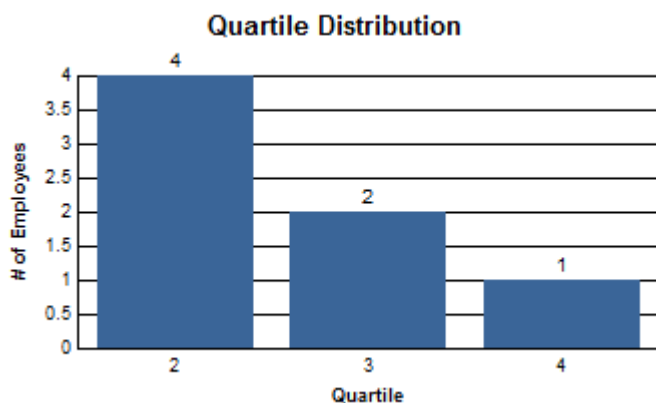
Job titles included in the EMERGENCY PREP PLANNER II benchmark:

CEM PROGRAM MANAGER
 CHIEF OF STAFF SERVICES, EMERGENCY MANAGEME
 EMERGENCY MANAGEMENT SPECIALIST
 EMERGENCY PLANNING/RISK MANAGEMENT COORDIN
 EMERGENCY PREP PLANNER I
 EMERGENCY PREP PLANNER II
 EMERGENCY PREP PLANNER III
 PUBLIC SAFETY BUREAU CHIEF, CEM

Workforce Profile Information:

Currently there are 7 classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the AIRCRAFT PILOT job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$29.85	\$27.63	46	10	57.14%



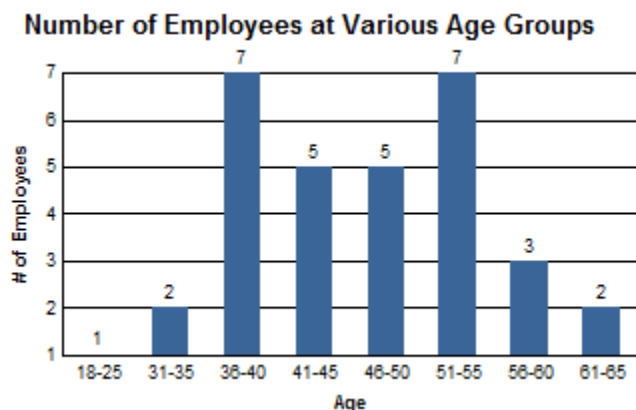
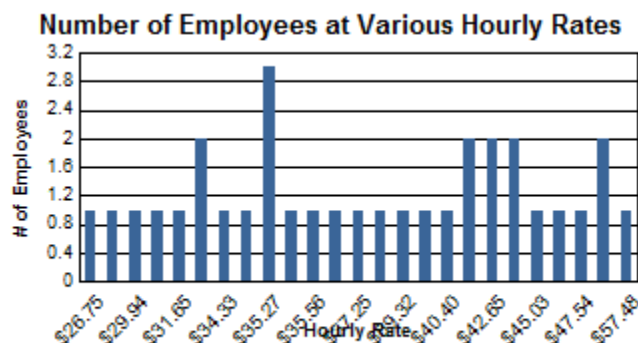
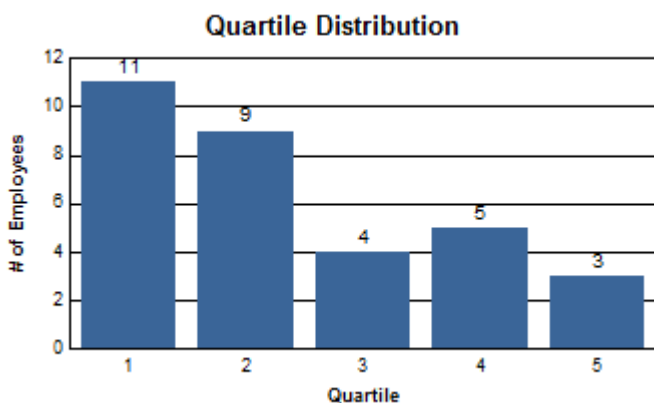
Job titles included in the AIRCRAFT PILOT benchmark:

AIRCRAFT PILOT
DIRECTOR, DIVISION OF AERONAUTICS, UDOT

Workforce Profile Information:

Currently there are **32** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the LEGAL/ENFORCEMENT COUNSEL II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$38.93	\$37.76	45	10	62.50%



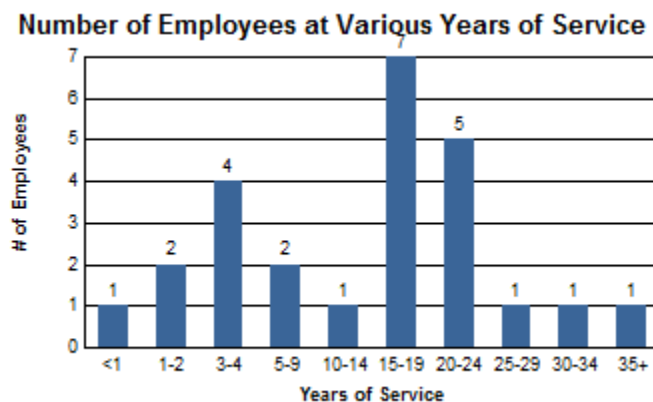
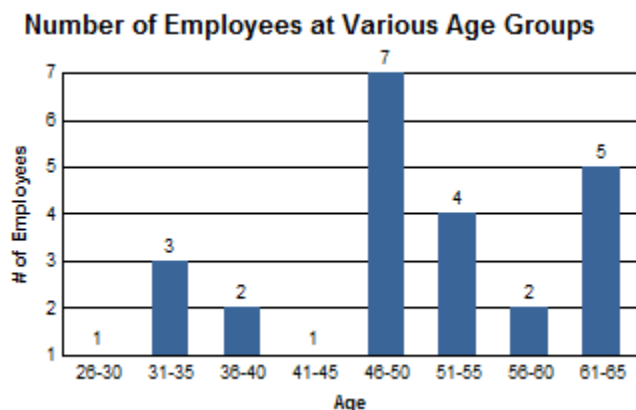
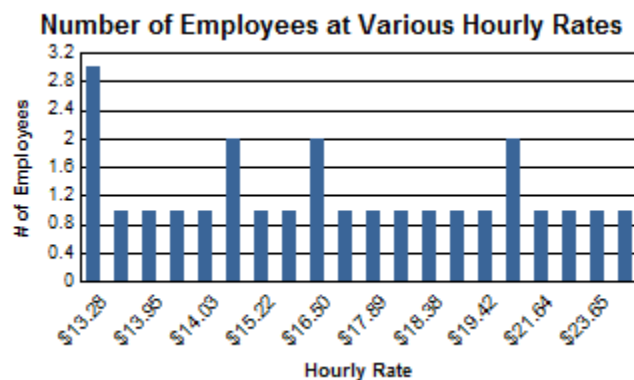
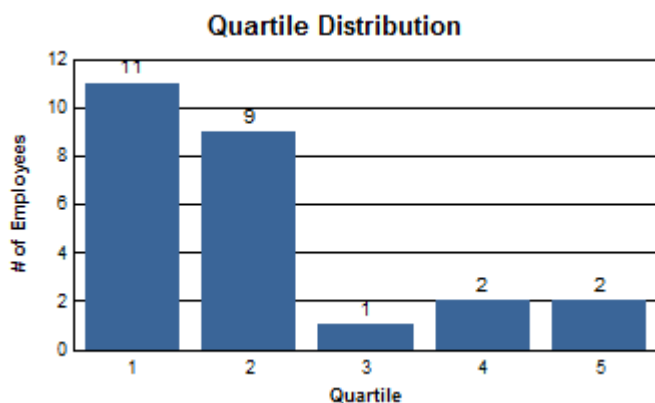
Job titles included in the LEGAL/ENFORCEMENT COUNSEL II benchmark:

ADMINISTRATIVE LAW JUDGE I
 ADMINISTRATIVE LAW JUDGE II
 ATTORNEY I-DWS
 ATTORNEY II-DWS
 DEPUTY ADJUTANT GENERAL, NATIONAL GUARD
 DIRECTOR, DIVISION OF ADMINISTRATIVE RULES, DAS
 DIRECTOR, DIVISION OF LEGAL SERVICES- DWS
 DIRECTOR, OFFICE OF CHILD WELFARE PARENTAL DE
 DIRECTOR, SENTENCING COMMISSION
 LAW CLERK-APPOINTED, ATTORNEY GENERAL
 LEGAL/ENFORCEMENT COUNSEL I
 LEGAL/ENFORCEMENT COUNSEL II
 LEGAL/ENFORCEMENT COUNSEL III
 LEGAL/ENFORCEMENT COUNSEL IV

Workforce Profile Information:

Currently there are **25** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the LEGAL SECRETARY job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$17.31	\$16.50	49	15	80.00%



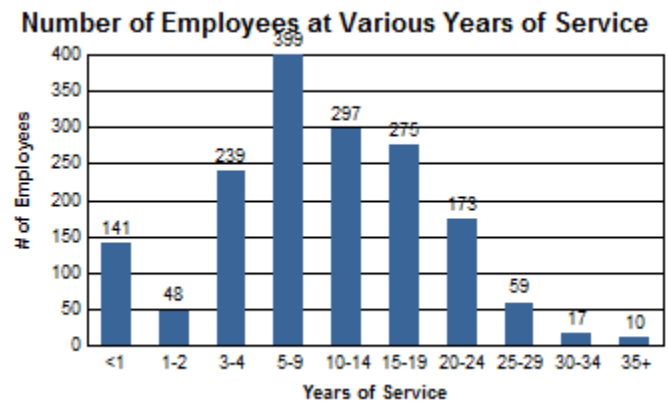
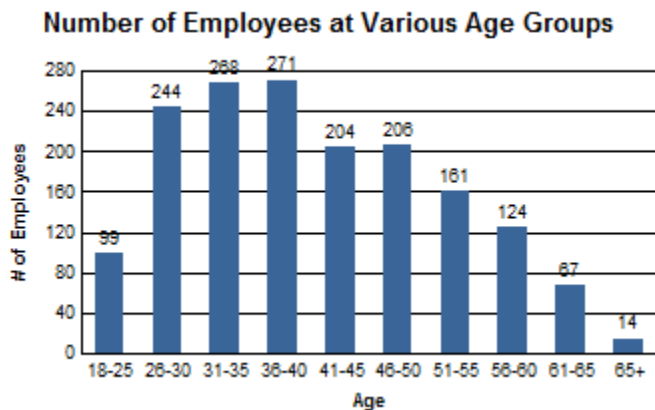
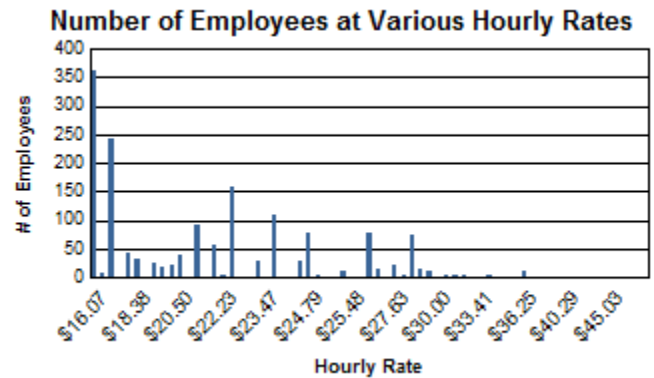
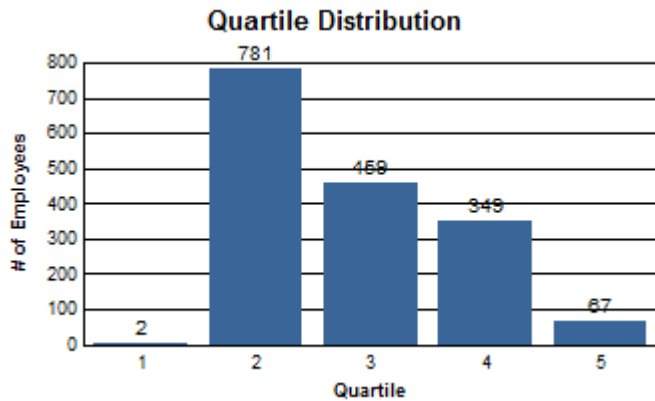
Job titles included in the LEGAL SECRETARY benchmark:

ADMINISTRATIVE LEGAL SECRETARY
 COURT REPORTER, PUBLIC SERVICE COMMISSION
 LEGAL ASSISTANT (PARALEGAL) I
 LEGAL ASSISTANT (PARALEGAL) II
 LEGAL ASSISTANT (PARALEGAL) III
 LEGAL SECRETARY
 LEGAL SECRETARY TRAINEE
 LEGAL SERVICES COORDINATOR

Workforce Profile Information:

Currently there are **1,658** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the CORRL OFFICER, POST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$21.18	\$21.06	41	11	47.23%



Job titles included in the CORRL OFFICER, POST benchmark:

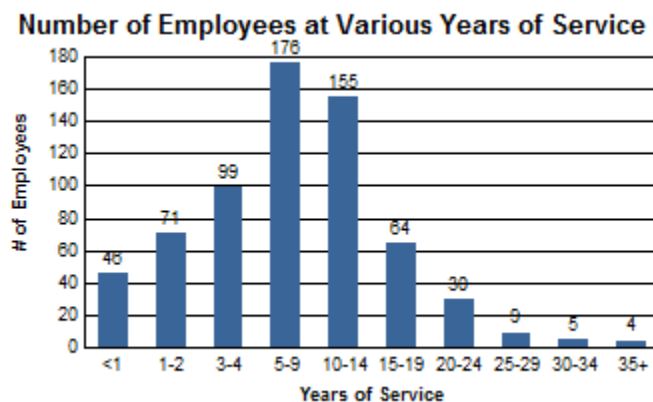
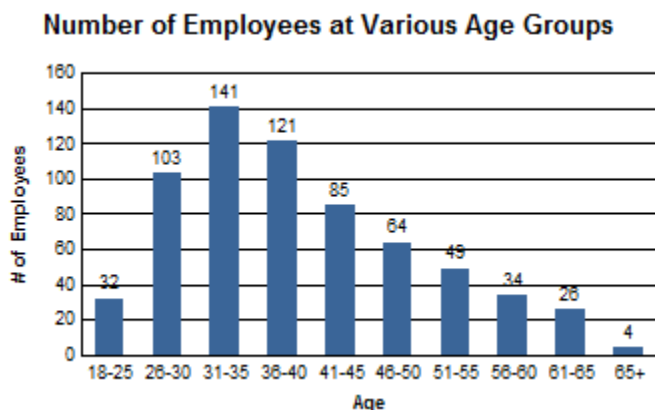
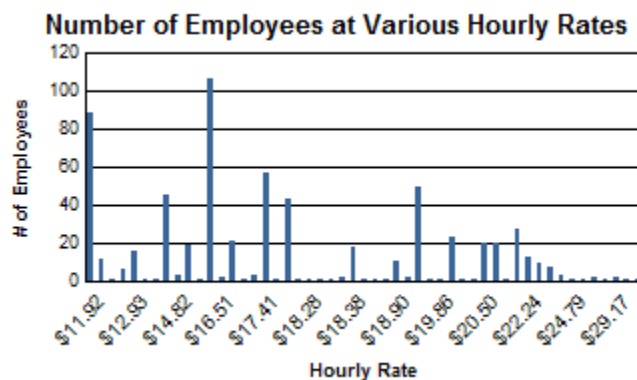
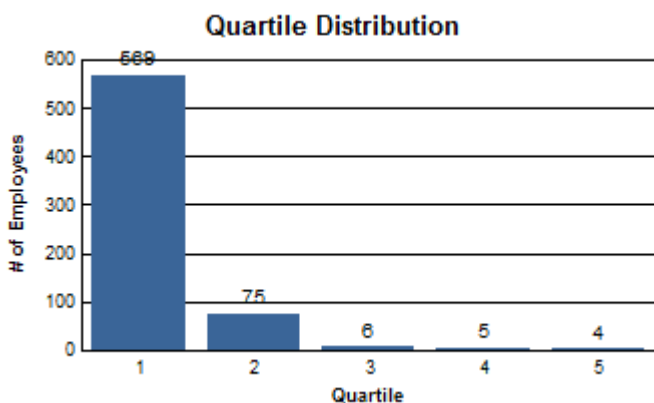
ADMINISTRATIVE COORDINATOR, BOARD OF
 CORRECTIONAL ADMINISTRATOR IV
 CORRECTIONAL ADMINISTRATOR V
 CORRECTIONAL ASSISTANT DIRECTOR
 CORRECTIONAL CHIEF, INVESTIGATIONS
 CORRECTIONAL DEPUTY DIVISION DIRECTOR
 CORRECTIONAL REGIONAL ADMINISTRATOR II
 CORRL ADMINISTRATOR I
 CORRL ADMINISTRATOR II
 CORRL ADMINISTRATOR III, POST
 CORRL ADULT PROBATION/PAROLE OFFICER, POST
 CORRL ADULT PROBATION/PAROLE SUPV/POST
 CORRL ASSISTANT
 CORRL CAPTAIN, POST
 CORRL ELECTRONIC TECHNICAL OFFICER
 CORRL HVAC/BOILER OFFICER, POST
 CORRL INDUSTRIES MANAGER, POST
 CORRL INDUSTRIES PROGRAM SPECIALIST
 CORRL LIEUTENANT, POST

CORRL OFFICER, POST
CORRL REGIONAL ADMIN I
CORRL SERGEANT, POST
CORRL SPECIALIST I, POST
CORRL SPECIALIST II, POST
DEPUTY DIRECTOR, CORRECTIONS
DIR, DIVISION OF ADULT PROBATION & PAROLE - DOC
DIR, DIVISION OF INSTITUTIONAL OPERATIONS, DOC
DIRECTOR, DIVISION OF UCI
HEARING OFFICER, NON-POST, BOARD OF PARDONS
HEARING OFFICER, POST
SENIOR HEARING OFFICER

Workforce Profile Information:

Currently there are **659** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the JJS COUNSELOR II job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$17.12	\$17.41	40	9	97.72%



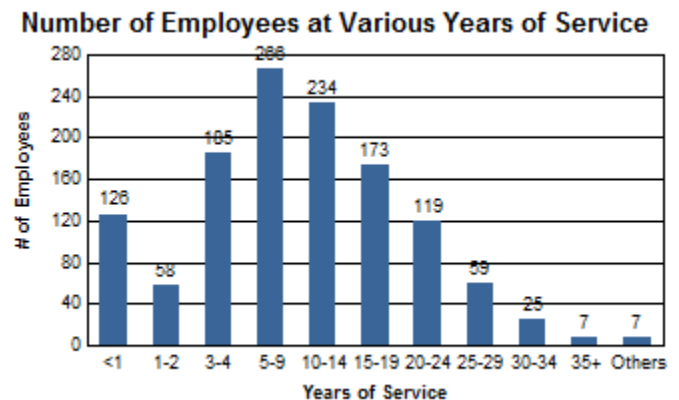
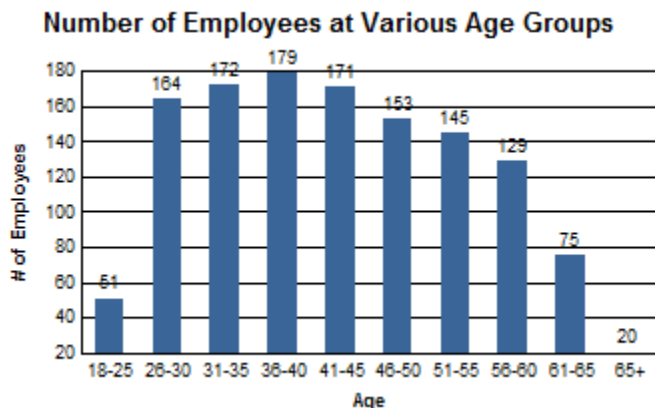
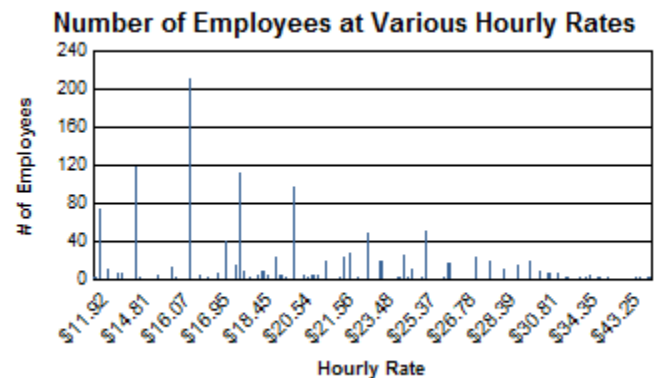
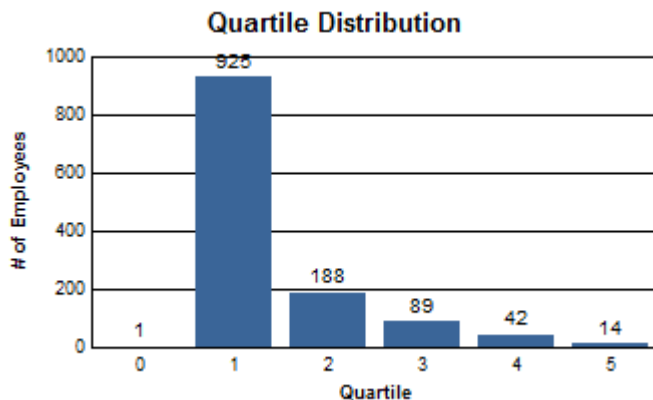
Job titles included in the JJS COUNSELOR II benchmark:

ADMINISTRATIVE OFFICER, YOUTH PAROLE
 HEARING OFFICER, YOUTH PAROLE AUTHORITY
 JJS COUNSELOR I
 JJS COUNSELOR II
 JJS COUNSELOR III
 JJS SUPERVISOR
 JJS TECHNICIAN I
 JJS TECHNICIAN II

Workforce Profile Information:

Currently there are **1,259** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the SOCIAL WORKER job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$20.19	\$18.38	43	11	88.40%

**Job titles included in the SOCIAL WORKER benchmark:**

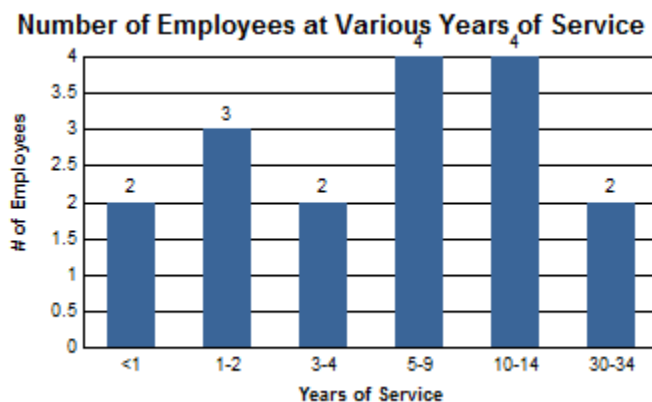
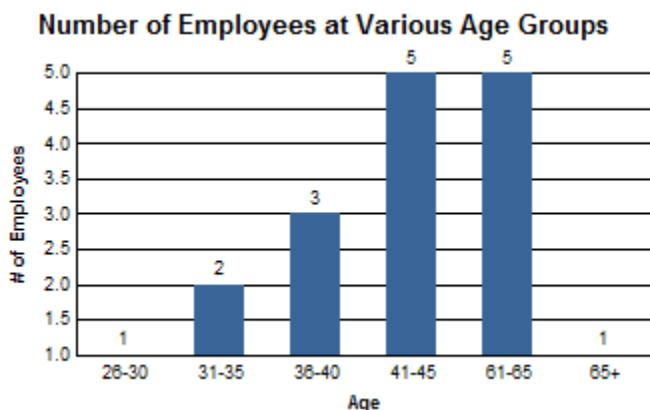
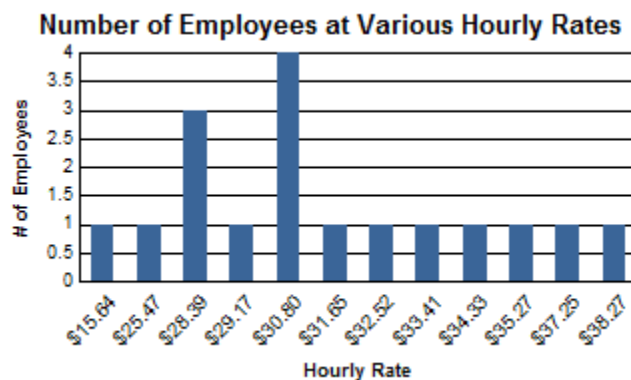
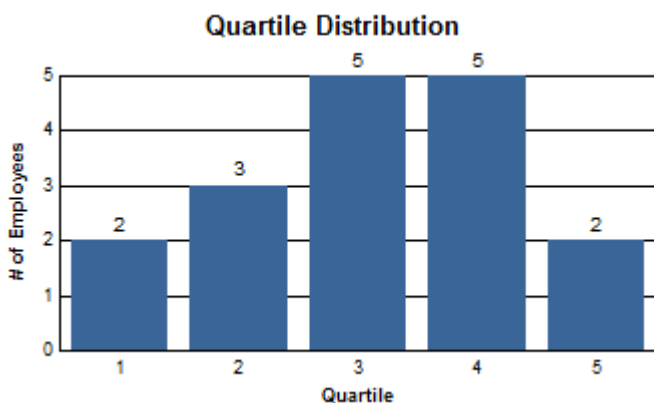
ASSISTANT CASEWORKER
 CASEWORKER I
 CASEWORKER II
 CASEWORKER III
 CASEWORKER SPECIALIST I
 CASEWORKER SPECIALIST II
 CHILD WELFARE SUPPORT SUPERVISOR
 CHILD WELFARE TRAINING COORDINATOR
 CHILD WELFARE/JUVENILE JUSTICE COURT LIAISON
 CLINICAL CONSULTANT
 DEPUTY DIRECTOR, HUMAN SERVICES
 DHS ADMINISTRATOR III
 DHS ASSISTANT DIVISION DIRECTOR I
 DHS ASSISTANT DIVISION DIRECTOR II
 DHS REGIONAL RELATIONS REPRESENTATIVE
 DIR, DIV OF SUBSTANCE ABUSE AND MENTAL HEALTH
 DIR, DIV OF SVCS TO PEOPLE/DISABILITIES
 DIR, UTAH SUBSTANCE ABUSE & ANTI-VIOLENCE
 DIRECTOR, DHS OFFICE OF PUBLIC GUARDIAN

DIRECTOR, DHS SERVICES REVIEW
DIRECTOR, DIVISION OF AGING & ADULT SERVICES
DIRECTOR, DIVISION OF CHILD AND FAMILY SERVICES
DIRECTOR, DIVISION OF JJS
DIRECTOR, FOSTER CARE CITIZEN REVIEW BOARD
DIRECTOR, OFFICE OF LICENSING, DHS
DIRECTOR, OFFICE OF RECOVERY SERVICES
DOMESTIC VIOLENCE COORDINATOR
EXEC DIR, GOV'S COUNCIL FOR PEOPLE W/
HEARING OFFICER, DHS
LICENSED CLINICAL THERAPIST
LICENSING SPECIALIST
PROGRAM ADMINISTRATOR I
PROGRAM ADMINISTRATOR II
PROGRAM MANAGER
PROGRAM SUPPORT SPECIALIST
REVIEW BOARD COORDINATOR I
REVIEW BOARD COORDINATOR II
SENIOR ASSISTANT CASEWORKER
SERVICE REVIEW ANALYST
SERVICES REVIEW MANAGER
SOCIAL SERVICE WORKER
SOCIAL WORKER
SUBSTANCE ABUSE DIRECTOR - CORRECTIONS
SUPERINTENDENT, USH/USDC
TECHNICAL WRITER, DHS
THERAPIST SUPERVISOR
TITLE IV-E MEDICAID ELIG. SPEC.
USAAV COUNCIL COORDINATOR-APPOINTED

Workforce Profile Information:

Currently there are **17** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PSYCHOLOGIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$30.67	\$30.80	48	9	29.41%



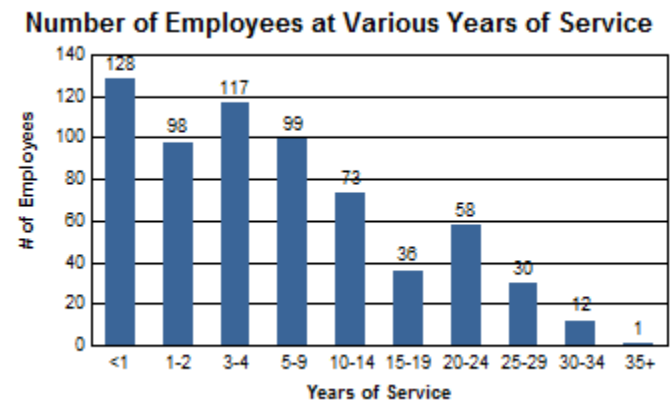
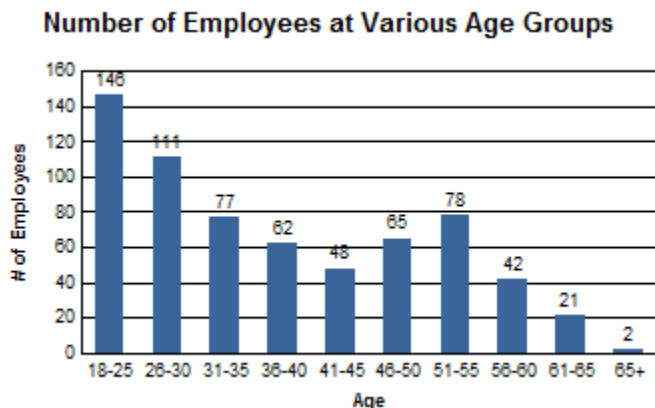
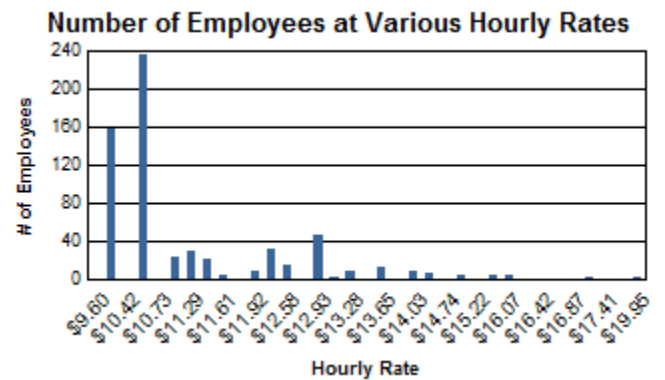
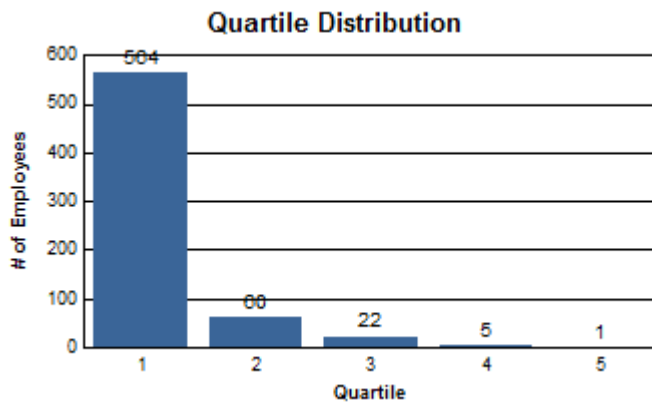
Job titles included in the PSYCHOLOGIST benchmark:

PSYCHOLOGICAL ASSISTANT I
 PSYCHOLOGICAL ASSISTANT II
 PSYCHOLOGIST
 SCHOOL PSYCHOLOGIST
 SUPERVISING PSYCHOLOGIST

Workforce Profile Information:

Currently there are **652** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$11.43	\$10.70	37	8	95.71%

**Job titles included in the PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN benchmark:**

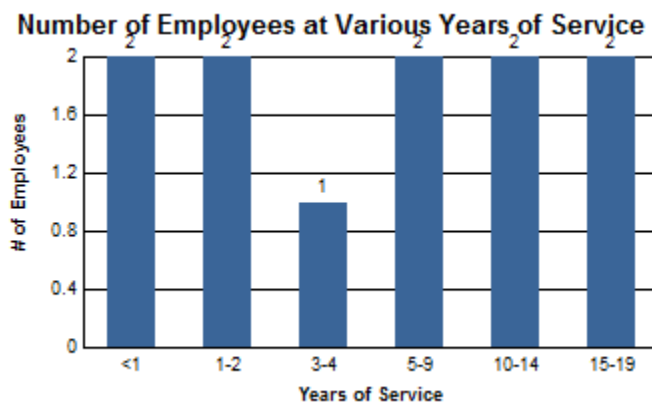
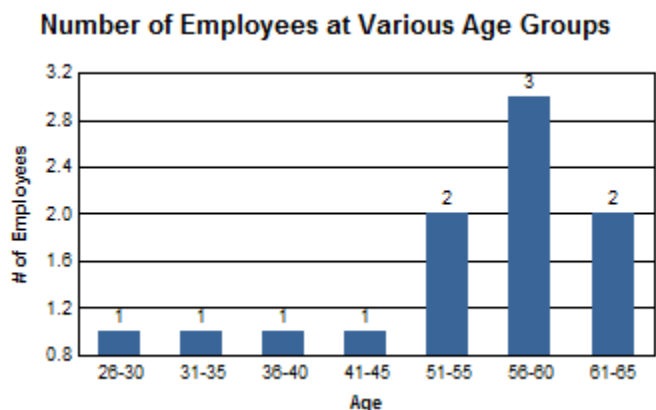
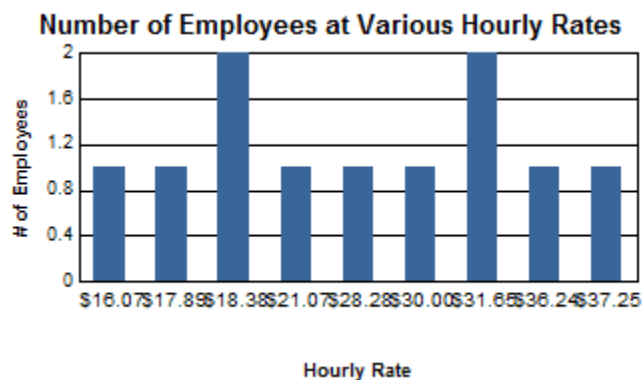
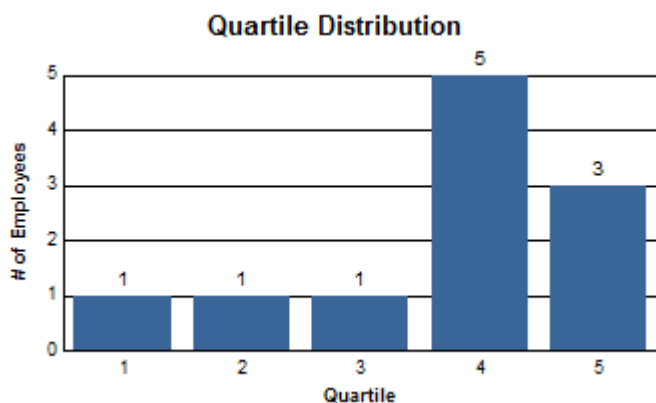
ACTIVITIES TECHNICIAN
 COMMUNITY LIFE SKILLS COORDINATOR
 CONSUMER ADVOCATE
 COSMETOLOGIST
 DEVELOPMENTAL INSTRUCTION AIDE I
 DEVELOPMENTAL INSTRUCTION AIDE II
 DEVELOPMENTAL INSTRUCTION AIDE III
 DEVELOPMENTALIST COORDINATOR
 FAMILY SUPPORT SPECIALIST
 INSTITUTIONAL QUALITY ASSURANCE SUPERVISOR
 INTERVENER, USDB
 JOURNEY BARBER
 LEAD DEVELOPMENTALIST
 LIFEGUARD/SWIMMING INSTRUCTOR, USDB
 LIVING SKILLS CENTER ATTENDANT, USDC
 PARENT ADVISORS
 PHYSICAL THERAPY TECHNICIAN
 PROJECT AIDE
 PSYCHIATRIC TRANSPORTATION SPECIALIST

PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN
SCHOOL BUS AIDE, USDB
SENIOR PSYCHIATRIC TECHNICIAN
SPEECH AND HEARING TECHNICIAN
STUDENT EDUCATIONAL SERVICES AIDE, USDB
TEACHER AIDE
THERAPY TECHNICIAN, OT

Workforce Profile Information:

Currently there are **11** classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the OCCUPATIONAL THERAPIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$26.08	\$28.28	51	8	18.18%



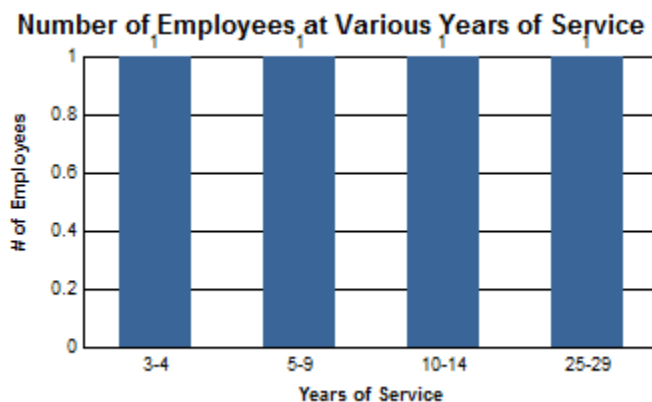
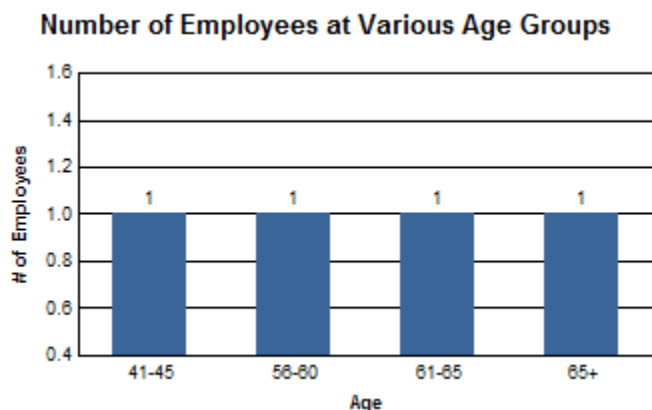
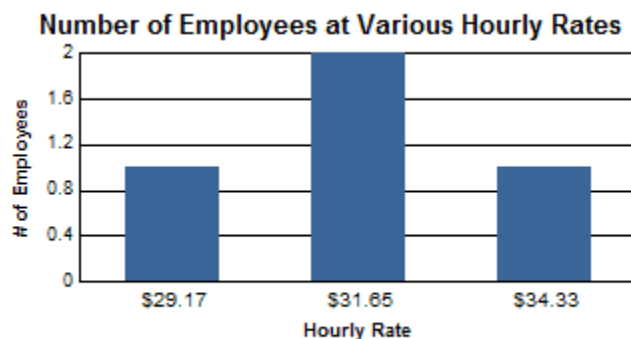
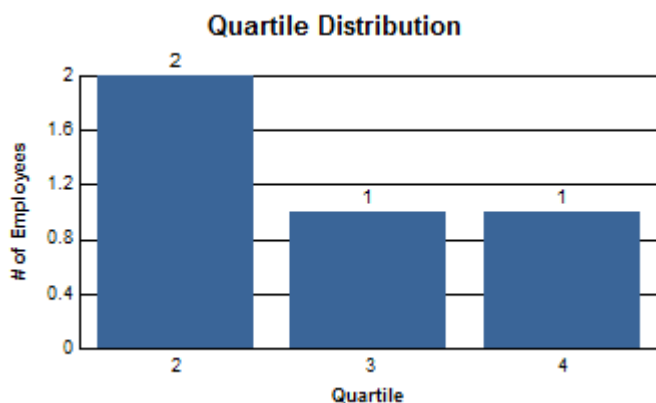
Job titles included in the OCCUPATIONAL THERAPIST benchmark:

MUSIC THERAPIST
 OCCUPATIONAL THERAPIST
 OCCUPATIONAL THERAPY ASSISTANT
 OCCUPATIONAL THERAPY SUPERVISOR

Workforce Profile Information:

Currently there are 4 classified (AD, AR, AT, AW and B) employees working in jobs benchmarked to the PHYSICAL THERAPIST job. The following information provides the workplace profile information in regards to incumbents working in this benchmark.

Average Hourly Rate	Median Hourly Rate	Average Age	Average Years of Service	Percentage in the first and second quartiles
\$31.70	\$31.65	57	13	50.00%



Job titles included in the PHYSICAL THERAPIST benchmark:

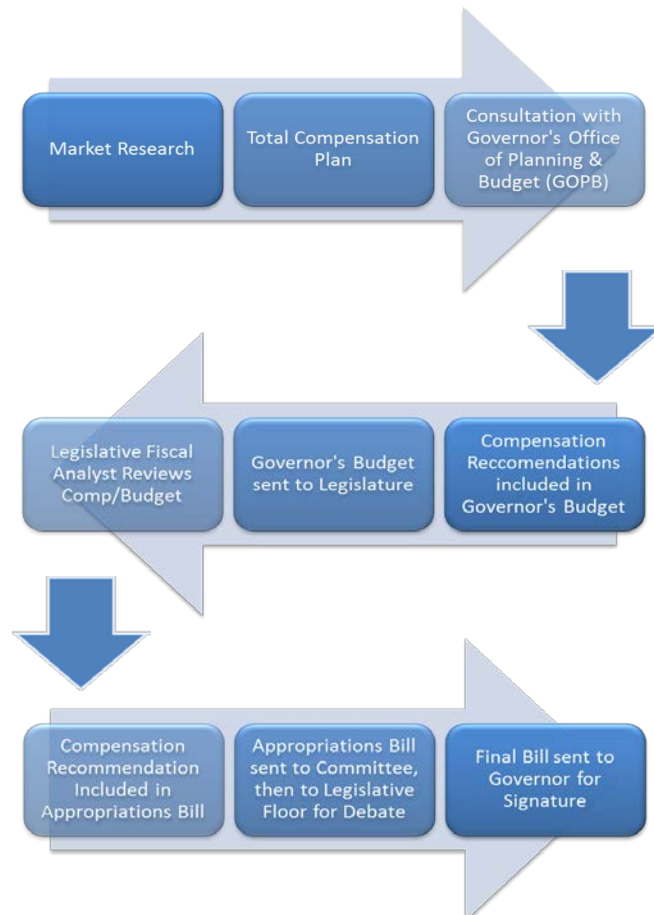
PHYSICAL THERAPIST
PHYSICAL THERAPY SUPERVISOR

Appendix D

APPENDIX D – DHRM’S STATUTORY RESPONSIBILITY FOR COMPENSATION

Statutory Requirements:

1. Utah State Code contains specific language pertaining to certain elements of compensation administration:



- a. Statute assigns responsibility for compensation design and administration to the Department of Human Resource Management (DHRM). These responsibilities are guided by the Executive Director, DHRM, and cannot be delegated to another state agency. By October 31st of each year, the Executive Director makes compensation recommendations to the Governor in an annual total compensation package. The proposed recommendations in the package are for consideration in the following fiscal year’s state budget, as required by Utah Code 67-19-12(4)(c). The compensation package includes recommendations for market comparability adjustments, merit, COLA, general and discretionary increases. It also includes recommendations for health and dental insurance and retirement funding.

- b.** Recommended pay adjustments are based on the results of salary surveys of comparable benchmark positions in the applicable labor markets. The surveys may also include unique positions found outside of state government, and special surveys required by code (e.g., Financial Institutions Examiners and Public Safety jobs). The Executive Director may cooperate with other public and private employers in conducting the survey.
- 2.** The Executive Director may periodically conduct market surveys for individual classes or functional groups of positions per Utah Code Annotated 67-19-12 (3)(d). The Executive Director establishes criteria to adequately survey the market, and ensures that survey methods and techniques are similar to and consistent with those used in private sector surveys.
- 3.** The salary ranges established by the Executive Director on the basis of the data received from surveys specified shall be consistent with the responsibility of the Executive Director to design and administer the State pay plan, and they are not subject to the grievance procedures per Utah Code Annotated 67-19-12(4)(c)(ix).
- 4.** The Governor shall consider the recommendations made on the basis of the foregoing survey guidelines in preparation of the Executive Budget and shall recommend the method of distribution of adjustments on this basis. Recommendations made by the Governor to the Legislature for funding or any revisions to any pay plan shall be accompanied by schedules indicating cost by individual departments and recommended source of funds.
- 5.** If approved by the Legislature in a General Appropriations Act, the pay plans and any adjustments to them take effect on the July 1 following their enactment, or the beginning of the closest State payroll period, as indicated in the legislative intent statement.
- 6.** Throughout each year DHRM conducts periodic classification studies and fact-finding interviews/desk audits per Utah Code Annotated 67-19-12(3)(d). These studies ensure that the classification plan remains reasonably current and reflects the duties and responsibilities assigned to and performed by employees. When classification study findings and recommendations are approved and implemented, affected agencies are required to cover the cost of bringing current incumbents who fall below entry, to entry of the new salary range. The funding to cover these costs is obtained from agency base budgets.

Appendix E

APPENDIX E – SALARY SURVEY COLLECTION METHODS

Market salary data and total compensation information was gathered from multiple sources within our local and regional job markets. This year all salary data was compiled and analyzed by the Hay Group; a professional compensation consulting firm. All 87 of our benchmarks were represented as well as 75 additional jobs selected by DHRM in consultation with the Hay Group. DHRM also conducted a special survey for four benchmark jobs as required by Utah Code 67-19-12.3 and 67-19-12.1. DHRM prefers to use local market data because it more accurately reflects wages paid by companies we lose employees to.

Hay Group Survey Salary data was utilized by the Hay Group from the following six survey sources:

1. *Custom Utah Survey*: This survey was administered in July and August 2011 by the Hay Group. The participants were selected by DHRM and the total compensation steering team in consultation with the Hay Group. The respondents to this survey are typically located within the five-county Wasatch Front. The custom survey included 63 public and private organizations, representing over 115,000 employees. 162 jobs were surveyed.
2. *DHRM Utah Survey*: DHRM conducted its own survey using an electronic survey system through Survey Monkey. This survey was sent to 170 local and private companies. Data was used from 72 local organizations primarily in Utah.
3. *WMG Survey*: This survey was administered by a professional compensation consulting firm, the Western Management Group (WMG). For 2011, a total of 89 local area employers participated. The respondents to this survey are typically located within the five-county Wasatch Front.
4. *Compdata Survey*: This survey includes compensation data with local, statewide and regional breakouts within the health care industry. The survey was broken down to include only the western region of 639 health care organizations, with 31 organizations in Utah.
5. *Hay Group Organizational Database, Utah Participants*: Hay Group's organizational database was used which has 171 organizations with employees in Utah.
6. *Central States Compensation Association (CSCA) survey*: This survey includes a consortium of 26 Western and Midwestern states. Human resource representatives of these states collaborate on an annual salary survey. Data from only 15 western states² was used to compare with the State of Utah's data.

² The 15 western states included: (AZ, CO, ID, KS, MT, NE, NV, NM, OK, OR, SD, ND, TX, WA and WY).

Statutory Surveys DHRM conducted the following special surveys as required by statute:

1. *Law Enforcement Survey*: Specific requirements are set out in statute for surveying certain public safety positions; Officer, Correctional Officer, and Dispatcher. As required by code 67-19-12.3, the comparative market for these public safety jobs is defined as Utah political subdivisions, employing the greatest number of incumbents in each of the three jobs. For 2011, Officer data was provided by Salt Lake City, the Unified Police Department and West Valley City. For Correctional officers, the comparison group was Salt Lake County, Utah County, and Weber County. Finally, the comparison group for Dispatchers was Valley Emergency Communications, Unified Police Department, and Salt Lake City.

The market position for these three jobs is provided below:

2011 BENCHMARK MARKET COMPARABILITY (Law Enforcement Survey) 10/3/2011				
Job ID	Job Title	Range Midpoint	Actual Salary	Local or Western
86020	Correctional Officer	-10.05%	-13.11%	L
83124	Officer	-11.62%	-14.53%	L
83008	Communications Specialist (Dispatcher)	-14.42%	-14.94%	L

2. *Financial Institutions Survey*: The market for determining pay level and ranges is also defined in statute for the Financial Institutions Examiner. Utah code 67-19-12.1 stipulates that the State of Utah market comparability study for Financial Institutions Examiners is based on a survey of salary ranges of specific federal agencies that regulate financial institutions. For 2011, data was requested by DHRM from the Federal Deposit Insurance Corporation (FDIC), the Federal Reserve Bank of San Francisco, and the National Credit Union Administration (NCUA).

The market position for this job is provided below:

2011 BENCHMARK MARKET COMPARABILITY (Financial Institutions Survey) 10/3/2011				
Job ID	Job Title	Range Midpoint	Actual Salary	Local or Western
14753	Financial Institutions Examiner II	1.11%	-19.40%	L

Total Compensation Information: Total compensation information was obtained by the Hay Group from two sources:

1. *Hay Group Market:* Includes Utah organizations contained in the Hay Group's 2011 benefits database and gathered through the custom Utah survey that was conducted in July and August of 2011.
2. *Central States Market:* Includes select States from the Central States survey, including Arizona, Kansas, Montana, Nebraska, Nevada, Oklahoma, Oregon, South Dakota, Colorado, Idaho, New Mexico, North Dakota, Washington and Wyoming.

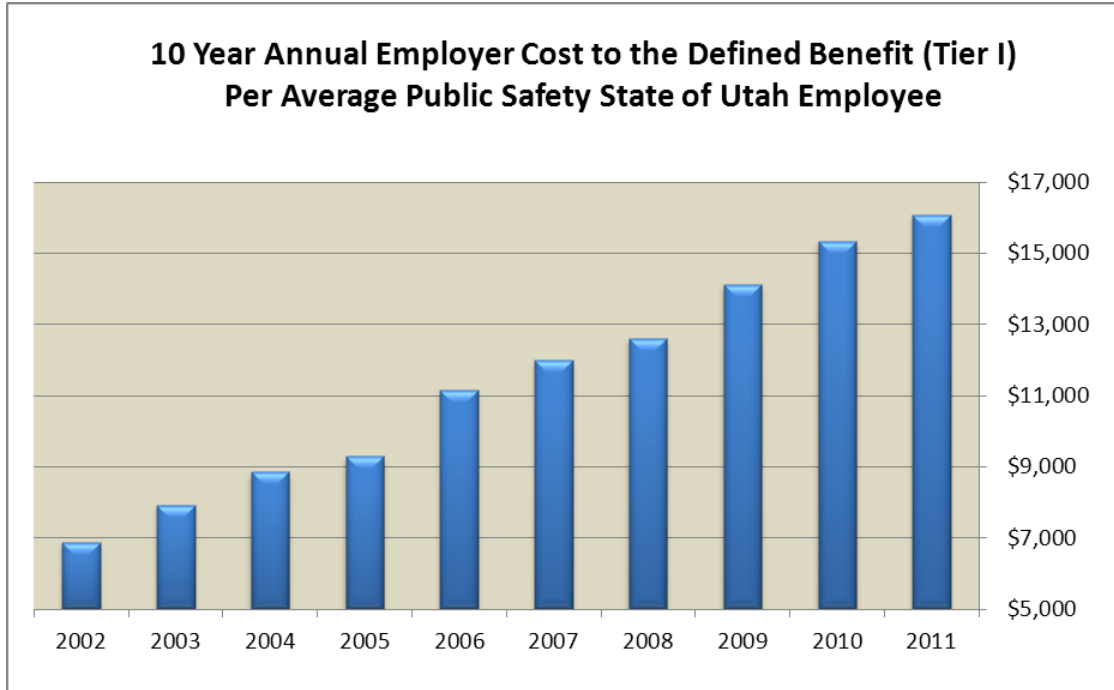
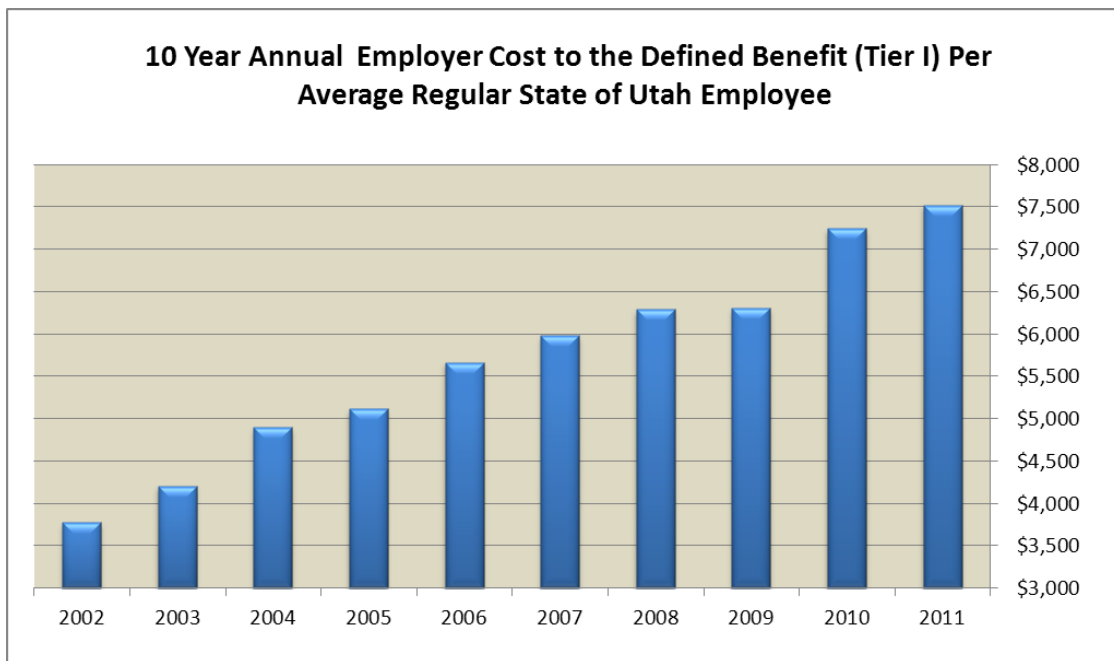
Appendix F

APPENDIX F – SIX YEAR SUMMARY OF HEALTH PLAN DESIGN CHANGES

Benefit Changes	PEPM Transferred (State vs. Employee)	Total Transferred for the Year
2011/2012-Federal Health Care Reform		
<ol style="list-style-type: none"> 1. Dependent children can remain insured up to age 26, even if they are married. 2. Individuals up to age 19 are no longer subject to the pre-existing exclusion on the medical plan. 3. Removal of lifetime and annual dollar limits on essential benefits. 	State \$1.72	State \$20.64
2010/2011		
<ol style="list-style-type: none"> 1. Out-of-pocket max changing from \$2,000/\$4,000 to \$2,500 per single /\$5,000 per double/\$7,500 per family (On All plans). 2. \$3,000 out-of-pocket max on pharmacy per individual (doesn't apply to non-preferred drugs). 3. Changes to dual covered members to follow rules established by Utah Insurance Department. 	Employee \$1.69	Employee \$20.28
2009/2010		
<ol style="list-style-type: none"> 1. Physician Surgery, inpatient and outpatient changes from 100% to 90% (Advantage/Summit). 2. Anesthesiologist benefits change from 100% to 90% (Advantage/Summit). 3. Emergency room co-pay increase from \$75 in network and \$125 out of network to \$150 in network and \$250 out of network (all plans). 4. Office visit copayments for primary care increase \$5 (from \$20 to \$25). 5. Office visit for Specialists increase \$10 (from \$25 to \$35). 6. Office visit copayments for Urgent Care increases \$10 (\$35 to \$45). 7. U of U Medical Group copayment increases \$10 (from \$40 to \$50) (Preferred). 8. Chiropractic visit limit goes from 20 to 10 visits. 9. Pharmacy deductible added (\$100 individual, \$200 family). 10. RETAIL Pharmacy Changes: Preferred generic up to a \$10 copayment from \$4. Preferred Brand 75% of discounted \$25 minimum, 20% of discounted no max from \$10 minimum \$40 max, Non-Preferred 50% of discounted cost \$50 min, no max from 35% of discounted cost \$30 minimum copayment no max. 	Employee \$60.59	Employee \$727.08
2008/2009		
<ol style="list-style-type: none"> 1. RETAIL Pharmacy Changes: Preferred Brand from \$10 min, \$30 max to \$10. min, \$40 Max. Non-Preferred Brand from \$30 min, \$60 max to \$30 min, no max. 	State \$0.09	State \$1.08
2007/2008		
<ol style="list-style-type: none"> 1. Well Care visits have co-pay (\$25) 2. Specialty Rx Change: member pays 20%of discounted cost up to \$100 max from \$50 copayment. 	Employee \$3.44	Employee \$41.28
2006/2007		
<ol style="list-style-type: none"> 1. Adoption benefit changed from 50% up to \$4,000 to 100% up to \$4,000. 2. Added \$250/\$500 deductible for inpatient and outpatient hospital services for major medical. 3. Life assistance counseling program added. 4. HDHP Preferred Added as additional plan design option with HSA. 	Employee \$12.52	Employee \$150.24

Appendix G

APPENDIX G – 10 YEAR ANNUAL EMPLOYER COST TO TIER I* RETIREMENT PREMIUMS



*At the time of this report the Tier II retirement system had a minimal number of employees so only Tier I rates are provided.

Appendix H

APPENDIX H – TOTAL COMPENSATION FLOW CHART

